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VERIZON STRIKE 2016



‘The best thing that happened to us was joining the IBEW... it’s been war ever since’

Stevan Kirschbaum, a leader of the Boston School Bus Drivers’ Union, rallies in solidarity with Verizon strikers in Boston’s Copley Square.

A contract between tens of thousands of union workers and a company recording billions in profits expires. The company not only won’t fairly compensate its workers for the company’s success, it is demanding hundreds of millions of givebacks and the right to send jobs overseas. Tens of thousands of workers put down their tools, shut down their computers and lay their headsets on their desk and take to the picket line.

The company: Verizon.

The year: 2011.

As the old saying goes, history doesn’t repeat itself, but it does rhyme and the reasons behind the

FIGHTING CORPORATE GREED

2016 strike at Verizon echo the reasons behind eight separate strikes since 1968.

When 10,000 IBEW members and 30,000 members of the CWA walked off the job April 13, their reasons were not so different those that who struck AT&T in 1968, 1971 and 1983; Nynex, New England Telephone and Bell Atlantic (all now part of Verizon) in 1986, 1989 and 1998; and Verizon, since it was formed 16 years ago, in 2000, 2011 and today.

“The best thing that ever happened to us was signing up with the IBEW in 1971. Our wages doubled, and our pensions and health care got much better,” said Dorchester, Mass., Business Manager Myles Calvey, who has worked for Verizon and its

predecessor companies since 1968. “But it has been war ever since. Whenever we made a concession to get something else, the company would try to take it back next negotiation.”

This time, Verizon called for substantial increases in retiree health insurance costs. It did the same in 2011. In 1989, Nynex wanted to get rid of health insurance completely.

In 2016, Verizon wants the “flexibility” to send hundreds, possibly thousands, of jobs overseas and contract out many others. An Associated Press story from 1989 includes this line: “A key dispute with New England Telephone was the company’s use of outside contractors to perform certain jobs.”

Verizon sent out a letter to IBEW and CWA members in March instructing them on how to cross a picket line.

And just like in the past, Verizon demanded the wage and benefit reductions after making billions in profits. In 2011, the Wall Street Journal reported that Verizon “isn’t under any financial stress,” earning

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Verizon Strike 2016

'The best thing that happened to us was joining the IBEW... it's been war ever since'

\$10.2 billion in profits in 2010 and a net income for the first half of 2011 approaching nearly \$7 billion.

"The company is worth more than \$100 billion and they wouldn't even pay for coffee at our meetings," said Calvey, who is also a member of the International Executive Council. "They feel like we bring nothing to the table. So they want to break us."

And while the company was demanding pay cuts from the bulk of its workforce in 2011, it paid just the top five executives nearly \$260 million in salaries, bonuses and stock options. In 2015, CEO Lowell McAdam will make at least \$18 million in stock and salary and another \$40 million if he is fired.

"For over 100 years, union workers have built and maintained first the copper, now fiber optic, the foundation of Verizon's business. They have reaped billions of dollars off that foundation, and how do they repay their workers?" International President Lonnie R. Stephenson said. "With a decades long campaign to destroy their union. It stopped being about saving money a long, long time ago."

Verizon's predecessors, New England Bell and Nynex, had 100 percent union workforces. Verizon, which has virulently opposed organizing in its wireless business, has "successfully" reduced its union workforce to a dismal 30 percent.

In 1996, Bell Atlantic demanded that retirees be allowed to cash out their pensions. Four years later, the union reluctantly agreed, Calvey said, because newly merged GTE had it in its contract. But for the last decade, interest rates have been historically low, and it is financially advantageous for some retirees to cash out. So Verizon wants to end the program.



Verizon workers from East Windsor, N.J., Local 827 are among the nearly 10,000 IBEW members on strike.



In 1994, the union agreed to give the company the flexibility to reorganize job responsibilities in return for job security for those who stayed and free health care for retirees. Now the company wants to claw that back, too.

"All these retirees did was build this company," Calvey said. "We have built positive relationships with many companies, helped them grow, and they have come to see the union as an asset. Verizon would rather shoot themselves in the foot."

In 2000 — the year Verizon was formed — the strike lasted nearly three weeks. In 1989 it took more than two months for Nynex to feel the pinch and come back to the table with an offer the striking workers could accept.

"In some ways, this has been a single long and nasty negotiation with a single company, a lot of different names, but a single company, that refuses to respect the men and women who make it great," Stephenson said. "There are tens of thousands of highly successful companies that treat their unionized workforce with respect. It is my hope that one day the executives at Verizon — or whatever they call themselves when the day comes — consider joining them." ■



VERIZON TO EMPLOYEES: Shareholders Win, You Lose

For the highly-paid executives at Verizon, closing offices and demanding concessions from employees may seem like numbers on the company's bottom line. But to the working men and women affected, Verizon's changes can mean major, life-altering sacrifices just to keep a steady paycheck.

In its contract proposal, Verizon demanded the ability to relocate service and installation technicians out of state for months at a time, to move call center employees a hundred miles away from their families, and to ship good-paying, American jobs overseas. Adding to the pain, Verizon also wants retirees to pay more for their health care, backing out of a deal it made decades ago.

For a company raking in \$1.8 billion every month, these cuts and demands at the expense of loyal, hard-working employees are simply too much to ask. ■

Verizon has asked for the ability to send technicians out of state for up to two months at a time:

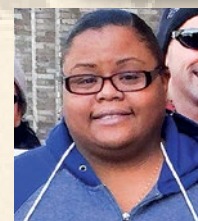
"If Verizon tried to send me away for an extended period of time, I'd have to look for another job. I've given 18 years to this company, but being away from my kids just simply isn't an option for my family."



Justin Draper
Splice Service Technician,
Cranston, R.I., Local 2323
18 years at Verizon, Single Father of two,
ages 12 and 8

Verizon wants to close certain call centers, relocating employees as many as 100 miles away.

"These plans from Verizon hurt. My elderly mother is ill and disabled after three strokes, and she depends on me to take care of her. If Verizon moves me 60 or 90 miles away, what do I do if she falls? How do I take her to the hospital or the doctor? It's wrong for Verizon to try to force us into impossible situations with our families."



Rosita Harrington
Customer Service Sales Consultant,
Syracuse, N.Y., Local 2213
7 years at Verizon, Caregiver for
Disabled Mother

Verizon 'Invitation' to Cross Picket Lines Gets Fiery Reception

Verizon sent a letter April 15 to all of its striking workers with instructions on how to scab.

Across social media, members responded with pictures and videos of letters in flames, in pieces, in compost bins and toilets and, in one case, lining a box of kitty litter.

"I have worked for Verizon for 35 years and been through five strikes. I have never seen anything like this letter before," said East Windsor, N.J., Local 827 Business Manager Bob Speer. "This letter is not the communication an employer has with an employee. This is not a company bargaining about pensions or money. This is a company telling our unions how to destroy itself and I take this very personally."

More than 40,000 men and women went out on strike April 13, nearly 30,000 from the Communication Workers of America and nearly 10,000 members of the IBEW.

During each of the previous eight strikes, letters from Verizon and predecessor companies have been sent, outlining when benefits would run out, how to pay for continued coverage under COBRA laws and other information directly connected to the employee-employer relationship.

The letter from Verizon's human resources Vice President Karyn Stetz came in an envelope labeled "Important Strike Information," suggesting it would cover similar topics.

Inside, however, there was only a mock Q&A that answers questions like "What if I choose to work during the strike?" and "If I choose to resign my union membership, how do I do so?"

Rob Rovero has been with Verizon as a cable maintenance technician for 22 years, the last 15 as a steward. He said that everyone walking the picket line at the Riverdale, N.J., work center received the letter. Universally, the response was disgust.

"It is frustrating because we live here. Our parents raised us here. And all we are looking to do is provide a life so our kids can live here too," Rovero said. "Then we get this letter — at our homes — and it doesn't say anything about negotiating. This speaks specifically and only about how to get around a picket line. This letter spits at union labor."

Rovero's letter still sits at home, but he was considering joining those that simply wrote "Return to Sender; no scabs here" on the envelope and slipping it back in the mail.

"This country was built on unions. Hard working middle-class people built this company," he said. "They think the only reason we don't turn our backs on the people you work with is that we don't know how? That we are so dumb we were waiting for a diagram to betray our neighbors? It strengthens our resolve to stick together."

Speer says the letter has backfired.

"This has woken people up, especially the younger members," Speer said.

"This is about who looks out for you and yours, and they see that it is the people on the picket that look out for them. You don't go back from being a scab." ■



Top: IBEW and CWA Verizon workers rally in Jersey City, N.J., during their third week on strike. Bottom: Massachusetts Sen. Elizabeth Warren joined IBEW picket lines in Boston with Local 2222.

Verizon's plan to force call center employees into hours-long commutes strains working families.

"Right now, my job schedule fits with my husband's, but if I have to move to another office, our kids pay the price, coming home to an empty house. That's a big sacrifice in terms of family. It's kind of funny Verizon would ask us to do something like that when they're being patted on the back for supporting working moms."



Nikkol Chiguma
Customer Service Representative,
Syracuse, N.Y., Local 2213
17 years at Verizon, Mother of Two,
ages 12 and 8, Shop Steward

Closing smaller call centers and outsourcing jobs to the Philippines, Mexico, Costa Rica and elsewhere has been a key priority for Verizon.

"Verizon wants to close our office in Allentown and force us to commute hours each way every day to Philadelphia. I've got a 2-year-old, and I don't want to miss these important years stuck in traffic. I've invested 17 years in this company, and it feels like Verizon just wants us to go away. You should never have to go to work every day feeling like today could be your last."



Matt Brown
Service Assistant,
East Windsor, N.J., Local 827
17 years at Verizon, Father of a 2-year-old

Verizon wants to raise health care costs up to \$200 per month for retirees.

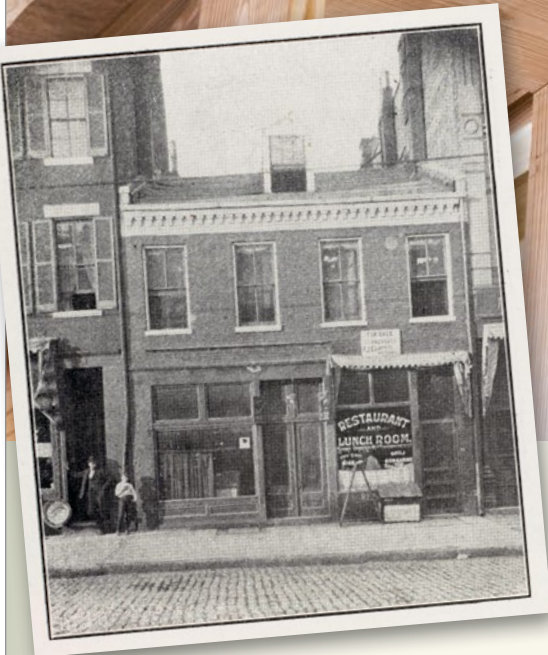
"I put 34-plus years into this company, and now Verizon is trying to back out on the health care promises they made to us. I was diagnosed with lung cancer in 2013. My health care costs are already huge, and now they want to add more on top of that? I don't know how I'd be able to do it."



Phyllis Moniz
Verizon Retiree,
Cranston, R.I., Local 2323
34 years at Verizon, Cancer Patient



Hundreds of IBEW members from locals across the U.S. and Canada have signed a second floor beam that will be encased in sheetrock, a time capsule of sorts for future generations.



A nearby 19th century row house shows what the boardinghouse likely looked like in Henry Miller's time.

Henry Miller House Standing Tall Once More

The IBEW's monument to its founding fathers is taking shape in north St. Louis. No longer a decaying shell of crumbling brick walls, the mid-19th century boardinghouse where Henry Miller and nine other delegates formed the National Brotherhood of Electrical Workers in 1891 is stronger than it's ever been, says St. Louis Local 1 Business Manager Frank Jacobs.

Rotting timbers have been replaced with steel, the leaking roof clad in gleaming copper. Parapet walls on either side of the structure have been re-pointed with fresh mortar and the entire site has been leveled, with new stone retaining walls holding the earth back from a soon-to-be-installed plaza called Founders Park.

"It's hard to believe that just a few short months ago, this place was on the verge of falling down," Jacobs said. "Thanks to all those who've made contributions, and to the hard work of our union brothers and sisters from so many different trades, we can see light at the end of the tunnel."

On track to be completed late this summer, with a ribbon-cutting scheduled just before the IBEW's 39th Convention in September, the Henry Miller Museum will stand as a living

memorial to the origins of the IBEW and the men who created it 125 years ago.

For project superintendent and 37-year Local 1 member Dale Roth, rebuilding the boardinghouse has been a labor of love. "I get up every day with a new challenge," he said of the work that started last August. "It's been so rewarding to be a part of this."

Almost every day, Roth greets IBEW members from all over North America who are passing through St. Louis seeking a peek at the progress. Members have come from as far away as California and Rhode Island to tour the building site and sign their names to a steel beam located on the second floor near Henry Miller's former bedroom.

"That beam is going to be a time capsule for IBEW brothers and sisters 100 years from now, and we're having a great time meeting everyone who comes through to add their name," Roth said. Along with visiting rank-and-file members and other union tradesmen working on the job, International President Lonnie R. Stephenson and International Secretary-Treasurer Salvatore J. Chilia visited the site in March to add their signatures to the structure.

The executive officers, along with Jacobs and Eleventh District Vice President Curtis E. Henke, form the core of the Electrical Workers Historical Society, a nonprofit tasked with raising the \$6 million needed to complete construction of the museum and to set it on firm financial footing for years to come.

In just six months, the fundraising effort is a quarter of the way there, having

"It's hard to believe that just a few short months ago, this place was on the verge of falling down."

— Local 1 Business Manager Frank Jacobs



Pre-Construction

When it was purchased in 2015, the structure was rotting inside, having been abandoned for years. A shuttered convenience store occupied the first floor where a saloon served locals in the late 1800s.



Teardown

Before significant work could begin, the entire building had to be gutted. Here, a wall is preserved after a dilapidated addition was torn off the rear of the house.



Rebuilding

Crews dug a basement for a two-story addition for an elevator and other mechanical necessities. Shoring on the sides of the building held up the original walls while they were repaired.



Present

By May, outside construction of the addition was completed and the storefront was about to be fitted. Linemen from St. Louis Local 1439 installed the utility poles in Founders Park that will be home to 10 statues honoring the IBEW's founding fathers.



A rendering of the completed museum shows how much the project has progressed in nine months.

secured more than \$1.5 million in donations from individuals and locals across the U.S. and Canada. Several locals have donated six figure sums to sponsor entire floors of the museum, and many more have donated at lower levels to sponsor everything from line-man statues in Founders Park to granite benches and engraved pavers.

Recently, the Historical Society added new sponsorship levels for brick and stone fence posts, period light poles, flag poles and for the recreation levels of the saloon that would have occupied the ground floor during Miller's time.

"We've been so pleased at the response from our locals to the fundraising campaign," Stephenson said, "and we're especially touched by all of the individual members and families who have donated to preserve this great union's history on behalf of themselves and their loved ones."

Many hundreds of members have given sums from as little as \$25 to lay claim to their part of the museum's legacy. They've been recognized with certificates and cast metal coins, but starting at \$1,000, an individual, family or local can etch their name onto the museum site permanently. "I really hope everyone who can donate at that level will," Roth said. "Engrave your name on a brick or a paver, and you're there forever as a part of this incredible project. That really means something."

Roth's brother, Local 1 business representative Dave Roth, first envisioned 10 lineman statues atop utility poles in Founders Park, a sight that guarantees to become one of the defining characteristics of the property. The statues, designed by local sculptor Mitch Horstmann, will be covered after installation and unveiled at the ribbon-cutting on Sept. 15.

"We can't wait to show this place off to everyone," Jacobs said. "It's going to be just amazing and such a fitting tribute to the legacy of these 10 men and to the brotherhood they created."

Donations can be made online at www.nbew-ibewmuseum.org or checks can be mailed to Electrical Workers Historical Society: IBEW Local 1, 5850 Elizabeth Ave., St. Louis, MO 63110.

"We hope every one of our brothers and sisters will consider contributing to this effort," Stephenson said. "And even more importantly, we hope everyone will visit St. Louis to stand in the room where this brotherhood was founded and say thanks to the brave men who stood up for the rights of their fellow linemen and working people everywhere. We owe them all a great debt of gratitude, and preserving this history is an important part of that." ■

Millennials. They Like Unions but They're Not Members. Here's Why That Needs to Change.

The American dream tells the story of our children doing better than us. Unfortunately, that's not always the case for millennials. Despite usual markers of success — higher education and an era of high productivity — today's young working people, on average, are not doing better than their older cohorts. A new report from the Center for American Progress looks at this phenomenon and has prescribed unions as one of the solutions.

"Millennials have spent almost their entire working lives in a labor market that is loose — with too many job seekers and too few jobs — and where private-sector labor unions are almost entirely absent," said the CAP report.

The report compared median earnings for a 30-year-old millennial in 2014 with a 30-year-old Gen Xer in 2004 and a 30-year-old baby boomer in 1984. It shows how the millennial generation, a group defined as those born between 1981 and 1997, should be the highest-paid generation in American history. They are 50 percent more likely to have finished college and are working in an economy that is 70 percent more productive. Yet their median compensation — wages combined with benefits — is the same as a baby boomer, and less than a Gen Xer.

If you factor in student loan debt and a precarious job market that no longer guarantees a well-paid job to go with that expensive degree, it's easy to see how a union job could help.

"This is the first time we haven't done better than our parents," said Vacaville, Calif., Local 1245 Business Representative Jennifer Gray, a millennial. "At my age, my parents were on their second or third house. When I got mine, I took a hit."

Even then, Gray says she was able to get the house because of the pay and other compensation provided to her through Local 1245's collective bargaining agreement.

The Union Solution

It's no secret that union members make more than their nonunion counterparts, or that they're more likely to have benefits like health care and pensions. For women and people of color, the union advantage is even greater. And someone can expect to accrue an additional \$551,000 in wealth by the time she retires simply by joining a union, says the Century Foundation, a think tank.

But do millennials — a group more diverse than older generations — know this? Not necessarily.

Only about five percent of people aged 16 to 24 are union members, says Generation Progress, a publication affiliated with the Center for American Progress.



A new report says that millennials are not faring as well as other generations, and union membership is part of the solution. Shown here are Ninth District RENEW activists.

ress. The number goes up a bit for older millennials, to nearly 10 percent for 25 to 35-year-olds. Still, those numbers are lower than they were in 1980.

"They don't always understand the benefits a union has to offer," says Atlanta Local 613 member Yves St. Louis of the younger people he meets.

A millennial and journeyman electrician, St. Louis and other Local 613 members are spreading the word, attending career fairs, trade expos and reaching out to high school students. He says some students have heard of unions, but not much. But when he tells them about the benefits, especially the starting salary of \$60,000, they listen.

Boston Local 103 apprentice and fellow millennial Stephanie Jeffers is doing similar work with her RENEW chapter.

"We need to go out into our communities," Jeffers said. "These kids need to see more of us, more people of color who are electricians and how we can relate to them."

Gray says that among her peers, most know that a union job is a good job, they just don't know how to get one. Part of that is not knowing about apprenticeships.

"A four-year degree is drilled into their heads," Gray said. "It's important for us to get into the schools. A lot of journeyman wiremen are second and third generation. The knowledge has been passed down. Most other people don't even know what a lineman is."

Millennials are the only age group in which a majority views labor unions favorably, says the Pew Research Center.

Sharing the Wealth

Keeping in line with data showing millennials are civic-minded, a trait shared by

union members, Jeffers, Gray and St. Louis all spoke of giving back to their communities and are eager to share their stories.

Gray's parents are both union members, but it wasn't until she experienced the difference between a union job and nonunion one that it really sank in.

"When I was at Wells Fargo, you were on your own. It was what it was. No one was negotiating for you," Gray said.

St. Louis says his mother encouraged him to apply for an apprenticeship when he took a break from college.

"It was right up my alley," St. Louis said. "I liked the structure. It gave me some extra discipline and taught me things that college didn't."

It also helped him return to college and graduate.

Jeffers likened the union to a gym membership. "If you pay your dues and do the work, you'll see the results. I came in green. But if you work hard and have the right mindset, you can really shine."

Jeffers, St. Louis and Gray all spoke of the need to get more young people organized and involved. They want more of their peers to benefit like they have.

"A lot of my friends are struggling to figure it out," Gray said. "We need to talk about 'why union.'"

CAP estimates that by 2020, the first presidential election where all millennials will be of voting age, the generation will count 103 million members in the U.S. That's a lot of potential votes for working families.

"This is probably the best thing that ever happened to me," St. Louis said of his union membership. "When you go from working three jobs to one, and you make more, it makes a huge difference."

"We need unions. They're the only ones at the heart of what people do," Jeffers said. "You deserve to be able to take care of your family." ■



Future

The architect's rendering of the museum's storefront shows the copper roof and accents that will welcome guests at the opening in September.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Funding the Future:

British Columbia Awards \$750,000 to IBEW

It's not every day that a local union gets three-quarters of a million dollars, but that's what happened to Vancouver, British Columbia, Local 213. On April 11, the B.C. government announced \$750,000 for two partnerships that will enhance mentorship for women and apprentices in the skilled trades.

The funding, which will go to Local 213, the Electrical Joint Training Committee and other partner organizations, will fund two studies. One will look at mentorship for apprentices and one will assess the issues facing women in the trades. The apprenticeship study will receive \$350,000 and the study for women will receive \$400,000. The EJTC is comprised of members of Local 213, among other partners.

While mentoring and apprenticeships have been around a long time, hard data on their effectiveness is scant. Local 213, the EJTC and their partners will be pioneering this area of research, something that will benefit all trades and mentorship programs.

"This is great news," said Andy Cleven, training director for the Electrical Joint Training Committee. "We know mentorship makes a difference but the question is what level of difference. It's never been studied before, and now we can make that happen."

The EJTC will work with a data company to develop the apprenticeship study, and the EJTC will manage the program.

"We want to quantify and qualify the effects of mentorship and the transfer of knowledge," Cleven said. "Right now we only have anecdotal data."

Local 213's current program, called "mentorship matters," addresses both mentors and mentees and includes training on communication. Cleven says there can be huge losses in productivity from misunderstanding and miscommunication.

"I've been in the trade for 44 years but never learned how to be a mentor,"

Cleven said. "We need to change that and this funding will help us do it."

When Lisa Langevin, co-chair of Local 213's women's committee, lobbied with her sisters in Build Together, an organization that promotes women in the trades, she was told to come back with a plan. So she did. About a year after that, they were

"We know mentorship makes a difference but the question is what level of difference."

— Andy Cleven, EJTC training director

awarded \$400,000 to make it happen.

"We were all women on the tools," said Langevin of herself and the others who lobbied. "I think it helped our case since we come directly from the trades."

The funding calls for eight months of study to assess the issues women face and then implement programs and practices to support and recruit more women.

"When you are on a jobsite and there are hundreds of guys, but you are the only woman it can be overwhelming," Langevin said. "This program will help level that playing field by providing women with the network and resources they need to be successful in these great paying careers."

There are approximately 3,964 registered women apprentices in the province across 72 different trades, says the B.C. government.

Langevin anticipates that the study will include information on the need for mentoring. She told the story of a second-year apprentice who was getting discouraged and even consid-

ered quitting. But when she spoke with other women, she learned they went through a similar process but stuck it out and are now thriving in their careers.

"I don't know exactly what it is about year two, but a lot of us experienced that. And now that woman is still in the trade, because she found the support she needed," Langevin said. "That's an example of what we need to do. We need to create a network of women who can talk to other women."



The funding Vancouver, British Columbia, Local 213 received will improve mentorship for apprentices and women. Pictured here are women with Build Together and Shirley Bond, third from right, Minister of Jobs, Tourism and Skills Training and Minister Responsible for Labour.

"It's great that the B.C. government is investing in mentorship for apprentices and women. And we're ready to lead the way," said First District Vice President William Daniels. ■

Un financement pour l'avenir : la Colombie-Britannique verse 750 000 \$ à la FIOE

Ce n'est pas tous les jours qu'une section locale reçoit le trois quarts d'un million de dollars, mais c'est ce qui est arrivé à la section locale 213 en Colombie-Britannique. Le 11 avril, un montant de 750 000 \$ a été annoncé par le gouvernement de la Colombie-Britannique pour les deux partenariats qui visent à améliorer le programme de mentorat des femmes et des apprentis à travers les métiers spécialisés.

Le *Electrical Joint Training Committee (EJTC)* et d'autres organisations partenaires financeront deux études et ce financement ira à la section locale 213. Une des études portera sur le programme de mentorat à l'intention des apprentis et l'autre évaluera les problèmes auxquels les femmes doivent surmonter dans les métiers. 350 000 \$ sera désigné pour l'étude sur les programmes en apprentissage et 400 000 \$ sera désigné pour l'étude des femmes. Le *EJTC* comprend des membres de la section locale 213, parmi d'autres partenaires, et offre des formations en apprentissage.

Alors que les activités de mentorat et d'apprentissage existent depuis longtemps, les résultats concrets en matière d'efficacité sont maigres. La section locale 213, le *EJTC* et leurs partenaires

joueront un rôle de pionniers dans cette recherche, une chose qui sera bénéfique pour tous les métiers et les programmes de mentorat.

« C'est une excellente nouvelle. Nous savions que le mentorat fait une différence, mais à quelle importance la fait-elle. Cela n'a par ailleurs jamais été étudié, et maintenant nous pouvons le réaliser, » dit Andy Cleven, le directeur de formation au *Electrical Joint Training Committee*.

Le *EJTC* travaillera avec une compagnie qui recueille des données pour développer l'étude sur l'apprentissage, et le *EJTC* administrera le programme.

« Nous voulons quantifier et qualifier l'effet qu'offre l'encadrement et le transfert de savoir, » dit Cleven. « Présentement nous possédons que des données anecdotiques. »

Le programme actuel du local 213 se nomme « *mentorship matters* » qui vise les mentors et les mentorés, qui inclut des formations en communication. Cleven mentionne qu'il peut y avoir des pertes de productivité énorme en ce qui a trait à la mécontente et à la mauvaise communication.

« Cela fait 44 ans que je suis dans le métier, et je n'ai jamais eu de mentor. Nous devons remédier à cette situation et

ce financement va nous aider à y parvenir, » dit Cleven.

Lorsque Lisa Langevin, la coprésidente du comité des femmes de la section locale 213 a fait du lobby avec ses consœurs dans Bâtir Ensemble, une organisation qui favorise les femmes dans les métiers, elle s'est fait dire de revenir avec plan. C'est ce qu'elle a fait. Un an plus tard, un montant de 400 000 \$ leur a été accordé pour réaliser leur plan.

« Nous sommes tous des femmes avec des outils, » dit Langevin d'elle-même et des autres qui ont fait du lobbying. « Je crois que cela a aidé notre cause, puisque nous venons directement du métier. »

Le financement demande une réalisation de huit mois pour permettre d'évaluer les problèmes auxquels les femmes sont confrontées et par la suite mettre en œuvre les programmes et les pratiques pour appuyer et recruter plus de femmes.

« Lorsque tu es sur le lieu de travail et qu'il y a une centaine d'hommes présents et que vous êtes la seule femme à y être, cela peut être déstabilisant, » dit Langevin. « Ce programme assurera la création d'un terrain plus équilibré en offrant aux femmes le réseau et les ressources nécessaires pour réussir dans

ses carrières bien rémunérées. »

Il y a environ 3964 femmes apprenties d'inscrites dans 72 métiers différents à travers la province, dit le gouvernement de la Colombie-Britannique.

Langevin prévoit que l'étude inclura l'information nécessaire pour l'encadrement. Elle a raconté l'histoire d'une apprentie de deuxièmes années qui était découragée et même envisageait à quitter son travail. Mais en parlant à une autre femme, elle a appris que leur parcours était similaire, elles ont persévéré et maintenant elles sont épanouies dans leur carrière.

« Je ne sais pas pourquoi la deuxième année semble si difficile, mais beaucoup d'entre nous ont vécu la même la chose. Et la raison pour laquelle ces femmes sont toujours dans les métiers, c'est parce qu'elles ont trouvé l'appui dont elles avaient besoin, » dit Langevin. « Ceci est un exemple sur ce que nous devons faire. Nous devons créer un réseau qui incite les femmes à se parler. »

« C'est formidable que le gouvernement de la Colombie-Britannique investisse dans un programme de mentorat pour encadrer les apprentis. Et nous allons montrer le chemin, » dit le Vice-président William Daniels du Premier District. ■

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THE FRONT LINE: POLITICS & JOBS

First Energy Bill Since 2007 Clears Senate Hurdle

The U.S. Senate on April 20 passed its first comprehensive, bipartisan energy bill in nearly a decade, answering the calls of IBEW leaders who have been urging congressional action on energy policy for years.

The Energy Policy Modernization Act, say co-sponsors Sen. Maria Cantwell of Washington and Alaska's Sen. Lisa Murkowski, aims to modernize the electric grid, increase investment in renewable energy and train the next generation of energy workers.

"We applaud this first step by the Senate to restore the role of making energy policy to the province of elected leaders," said IBEW International President Lonnie R. Stephenson. "For too long, we've relied on regulatory action by the Environmental Protection Agency and others to set short-term policies when what we've really needed is long-view leadership on these important issues."

IBEW input was instrumental in the addition of provisions to the bill that provide union apprenticeship programs with access to federal grants on par with community colleges in a new training program, said IBEW Utility Department Director Jim Hunter.

"We've got a lot of work to do to prepare for the coming shortage of utility linemen," Hunter said, noting a Bureau of Labor Statistics report that predicts an annual 4.8 percent growth in demand for linemen between 2015 and 2025. "That means we'll need more than 30,000 additional linemen to be trained in the next decade."

Stephenson praised the bill's recognition for apprenticeship programs, saying, "The utility industry and unions like the IBEW have known for years that apprenticeship programs are vital to maintaining a steady supply of skilled energy professionals who can help our economy meet the challenges of the 21st century. This bill is preparing our country to meet the looming skilled worker gap in the energy industry."

Before it reaches President Barack Obama's desk, however, legislators will

need to square the bill with a House version that passed last year. The prospects of a compromise are difficult to predict, especially during an election year.

For her part, Murkowski was bullish, telling the New York Times, "Most people thought we couldn't achieve anything, but we have demonstrated that we can legislate."

Her partner in the effort, Cantwell, told the paper, "There's so much change going on in the energy sector now, we need to have an energy bill every year. The speed of the transition in energy now is like telecom in the '90s."

"The investments we make today will benefit American taxpayers for generations to come," Cantwell said. "This bipartisan bill is an important step for saving consumers money on energy costs, providing more options to power U.S. homes and businesses, and preparing the next generation of workers for jobs in clean energy." ■

Boosting the Trades Across the Aisles

At a time when bipartisanship can seem as lost as a relic from centuries past, two representatives — one a Democrat and one a Republican — are joining together for a common cause. And one of them is an IBEW member.

Reps. Donald Norcross of New Jersey and David McKinley of West Virginia know the value of the building trades. They also know that the "D" or "R" next to someone's name shouldn't be a roadblock to creating jobs or improving the nation's infrastructure. So they came together to create the Congressional Building Trades Caucus.

Norcross is a Democrat representing New Jersey's 1st District. McKinley, a Republican, represents West Virginia's 1st District. Norcross is a journeyman wireman and member of Folsom, N.J., Local 351. McKinley is an engineer and owner of an architectural and engineering company. They both know how to build things. Now they are building a caucus to bring attention to the country's neglected roads, bridges and power plants, casualties of Washington dysfunction.

"The 6.6 million Americans across our nation who work in construction need strong partners who are working on their behalf," they said in an op-ed in The Hill, a publication focusing on Capitol Hill. "In Congress, as we follow this new and united blueprint for the future, we're also tearing something down: the traditional labels associated with labor and business. Neither should be claimed as a value solely of the Republican or Democratic parties. These are core American issues."

A congressional caucus is a group of members from the House or Senate that meets around a shared legislative objective. Also referred to as a coalition, they can be formed by party, identity, interest or ideology. More popular caucuses include the Blue Dog Coalition and the Congressional Black Caucus, the latter of which includes members of both chambers.

The building trades caucus will focus on educating congressional members about the ins and outs of the industry, including issues like the Davis-Bacon Act, which requires a prevailing wage on federal construction projects, project labor agreements and the value of apprenticeships. The co-chairs also want to push back on the myth of labor as a monolithic, anti-business movement.

"These issues are not blue or red issues. They're jobs issues," Norcross said. "We want to make sure that our fellow members know how the building trades work and how they impact their constituents and local economies." ■



N.J.'s Rep. Don Norcross is a Local 351 member

"The work of the building trades touches the lives of every American. We build and maintain the highways, erect the skyscrapers and power the country," said International President Lonnie R. Stephenson. "These working men and women deserve a dedicated voice in Congress, and who better than the members who know the trade."

Besides, there are valuable lessons in the building trades that could also apply to governing.

"As any construction worker will tell you, on a worksite everyone needs to show up and focus on the task at hand to get the job done, on time and hopefully under budget. Reps. Norcross and McKinley get that, and now they can lead the way for others," Stephenson said. ■

TRANSITIONS

DECEASED

Frank R. Vondra



We are saddened to announce the death of former International Representative Frank R. Vondra. He was 92 years old.

Brother Vondra was born in Bruno, Nebraska. In 1957, he helped organize and was a charter member of Omaha Local 1974 representing the workers at Western Electric's Millard operations.

He served his local as an executive board member, vice president and president. In addition, he served as a member of all negotiating committees, the 1970 IBEW convention law committee and in security positions at the 1974 through 1986 IBEW conventions.

From 1965 to 1967 he served as secretary of System Council EM-3, which brought together locals with members working for AT&T manufacturing, later Lucent Technologies. He served as president of System Council EM-3 from 1967 to 1969. Local 1974 was dissolved when AT&T closed its Nebraska plants.

Brother Vondra was appointed an international representative in 1970 and assigned to the manufacturing department, where he served until 1987. He was reassigned to the organizing department. He retired in 1988 after 41 years of service to his brothers and sisters.

Brother Vondra served his country as a combat infantry sergeant in the African and European theaters. He received multiple decorations for valor, including the Purple Heart with two clusters for wounds received in action, the Bronze Star, the Combat Infantry Badge, Presidential Unit Citation for meritorious service, Distinguished Unit Badge and the Bronze Service Arrowhead.

An avid Husker fan, he held season tickets for the University of Nebraska football team for 46 years.

Brother Vondra is survived by his wife of 70 years, Lucille, and his three sons, five grandchildren and 10 great-grandchildren.

To his family and friends, the IBEW officers, members and staff extend sincere sympathy. ■



New energy legislation would help to train linemen to meet America's growing demand for power.

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

Visit the IBEW website for more news — and to read the online version of The Electrical Worker.

www.IBEW.org

YouTube

IBEW members are fighting back against corporate greed in their strike against Verizon. That greed starts with CEO Lowell McAdam, who makes more than \$18 million per year. Watch this video for more information:

<http://bit.ly/1UFodrp>

Vimeo

IBEW members on strike against Verizon



recently gathered for a demonstration in Jersey City, N.J. Hear in their own words their thoughts and the battle to preserve the middle class.

<http://bit.ly/1VMPURY>

HourPower

AFL-CIO President Richard Trumka was one of the speakers at the IBEW Construction and Maintenance



Conference in April. HourPower was there to catch that and other highlights.

IBEWHourPower.com

ElectricTV

The NECA/IBEW team is showing the power of hard at work with the Code of Excellence project at the American Electric Power Flint Creek power plant. Watch now at ElectricTV.net!



CIRCUITS

Saving for Retirement? This New Rule Aims to Protect You from Your Advisor

Working people could be forgiven for thinking that when they sit down with someone to get help with their 401(k)s that the person doing the helping is actually, well, helping. Unfortunately that isn't always the case. But now, thanks to a new rule from the Department of Labor, retirees can rest a little easier.

The new rule, issued April 6, provides an additional layer of protection to retirement savings by addressing conflicts of interest that occur between consumers and advisers. It has updated the definition of "fiduciary investment advice" under the Employee Retirement Income Security Act, ensuring that any adviser receiving compensation for providing personalized advice has a fiduciary duty to do so in the best interest of the client. The Labor Department estimates that these conflicts cost savers up to \$17 billion a year.

Until now, a broker's advice may have been influenced by fees and commissions, not to mention a push by the firm to sell certain items and bring in profits. And the broker was only required to offer a "suitable" investment with no regard for the size of the commission, which could have ranged from 1 to 10 percent.

"Under current rules, advisers say things like 'we put our clients first.' This is no longer a slogan. It's the law," said Department of Labor Secretary Tom Perez via NPR.

"This gives our members more investment protection. And it couldn't be more important than in retirement. We owe this much to our seniors and working families."

—Lonnie R. Stephenson, IBEW President

Nevertheless, opposition has already begun, from the financial industry as well as Congress. House Speaker Paul Ryan called it "Obamacare for financial planning" and is promising to hold up the rule by way of congressional action, said NPR. Many in the industry claim it will raise costs and make it harder to work with investors with low-balance accounts.

But Bartlett Naylor, a financial policy expert for Public Citizen, a consumer advocacy group, pushed back on that, said NPR.

"Wall Street has argued that the



The Department of Labor issued a new rule to protect retirement investments from potential conflicts of interest. Image credit: StockMonkeys.com

hidden fees and commissions are necessary to serve lower-income investors. In effect, they're saying, 'If we can't scam them a little, we'll ignore them altogether.' This deceptive mentality is exactly why a new rule is needed," Naylor said.

The Labor Department likened the new requirement to that of doctors and lawyers, other professionals with a sworn commitment to act in the best interest of their patient or client.

"This gives our members more investment protection," said International President Lonnie R. Stephenson. "And it couldn't be more important than in retirement. We owe this much to our seniors and working families."

With so many employers moving away from defined benefit plans, like pensions, to defined contribution plans like 401(k)s and IRAs, more and more people are looking to financial advisers for guidance on how to make sure they have enough savings for retirement.

The IBEW has been lobbying for this change and has signed on to letters of support.

"Today's conflict of interest rule is the kind of change people want and expect in Washington," said Massachusetts Sen. Elizabeth Warren in a tweet. ■

Member Honored for Service to Scouting

One of the highest honors given by the Boy Scouts of America was awarded to Los Angeles Local 2295 member Phil Hampton for years of loyal service.

The Vigil Honor is only given to boys and adult volunteers who have already been nominated and selected for the Order of the Arrow, scouting's honor society.

"This is not an award you set out to earn. It is not about checking boxes or completing trainings. The people who are selected for the Vigil honor are giving time and attention to their scouting community because it is who they are, not to get recognition," said Andrew Sisolak, director of field service for the Western Los Angeles County council of the BSA. "These are people who really embody the ideal of service and good character."

Not surprisingly then, Vigil-honorees are almost always surprised to find out they are being honored. This is especially true for adult honorees, since the award overwhelmingly goes to scouts, not the adult volunteers.

"This is not an award you set out to earn. The people who are selected are giving time and attention to their scouting community because it was who they are, not to get recognition."

—Andrew Sisolak, Boy Scouts of America

"I didn't even know I'd been nominated," Hampton said.

In the embodiment of scouting's ideals of humble service, Hampton downplayed his own contributions.

"I tried to go to everything. If someone needed a ride, I could get them and I usually haul all the gear," he said. "It isn't what I do, it is what other people see in you."

But the boys of the Serrano's chapter of the Order of the Arrow thought otherwise. In their nominating letter, they wrote, "Mr. Hampton is a Scout's Scouter. [He] serves his unit first and then branches out to help in every way practical that will allow quality to dominate ... He relates to the youth with his extensive knowledge delivered with ease of understanding and a touch of wit."

They went on to list nearly two dozen ways Hampton served his troop from helping Eagle scouts complete their projects, leading the desert, winter and basic backpacking awareness courses, serving as assistant scoutmaster and chairing the troop committee.

Hampton started volunteering with the scouts when his youngest son Wade joined about a decade ago. Wade attained scouting's highest rank, becoming an Eagle Scout three years ago. When that happens, most parent volunteers move to other things. But Hampton never stopped volunteering his time and expertise to Troop 2222 and the Order of the Arrow.

"What makes Phil so extraordinary is that his son aged out three years ago and he is just as present," Sisolak said.

The Vigil honor is awarded at the annual banquet dinner for the West Los Angeles County Council. The biographies of volunteers and scouts are read aloud from the dais. At the end of the recitation, the name of the awardee is announced.

"As the guy was talking, I started to think, that sounds a lot like me," Hampton said. "Then when they said my name, I asked everyone at the table if it was me and they all knew already."

Hampton is not just a leader after work. He has been a technician on the production side of the Miller-Coors brewery in Irwindale for 27 years. He is also the chief steward for a 35-person unit at Miller-Coors and a member of the Local 2295 executive board.

"I've known Phil for more than 10 years and he is an excellent worker and a staunch trade unionist who insists on fairness and justice for the people he works with," said Business Manager David Clay. "He is very proud of this award and he should be. It's wonderful, a credit

to him and it shows the IBEW in the best possible light."

Hampton said he has no plans to stop anytime soon.

"I enjoy watching the boys grow and take on challenges. I am just there to help," he said. "I'll do this until I can't do anything else." ■

Jacksonville RENEW: Making a Difference through Service

Fourth-year apprentice Ross Mullis and second-year Patrick Pentard came away from the Fifth District progress meeting last year inspired. Driving home from the Savannah, Ga., gathering, the two young leaders from Jacksonville, Fla., Local 177 devised plans to inspire and involve their local's young members and to change perceptions of the union in their community at the same time.

Weeks later, the two created Local 177's new Reach Out and Engage Next-Generation Electrical Workers (RENEW) committee, and they've very quickly built an impressive organization, said Business Manager Russell Harper. "They're out there in the community giving back and showing people what brotherhood is all about."



"We were really trying to find a way to make a difference and strengthen our local," Mullis said. "The younger folks wanted to get more involved so that we have smart, engaged brothers and sisters ready to take the reins when the time comes."

With fellow RENEW executive board members Chris Wolf and Tyler Baxter, the team is drawing 40-50 young members to meetings each month, promising free pizza and a chance to contribute to the local's changing culture. In February, the group received its official RENEW charter from the International Office.

They've been active members of the



Los Angeles Local 2295 member Phil Hampton, fourth from left, was awarded one of the Boy Scouts' highest honors, the Vigil Award, for dedication and service delivered with "a touch of wit."

local community, participating in organized events like local beach and river clean-ups and the recent Jacksonville Multiple Sclerosis Society's annual fundraising walk. And they've done projects

“We were really trying to find a way to make a difference and strengthen our local.”

— Ross Mullis, Jacksonville, Fla., Local 177

on their own as well, volunteering to install hand bars in the home of a Local 177 retiree and cleaning up the property around the union hall and training center.

In April, nearly 20 brothers and sisters from the group came out to help wire a new home for a Jacksonville Beaches Habitat for Humanity project. Most of the volunteers had never worked in residential wiring before, so RENEW members leaned on the experience of some of their journeyman brothers, Local 177 President Chris Stovall, Carlos Nunez and Ander Cribbs. While there, they managed to impress a nonunion contractor also working on the house.

“I'd like to think we changed that guy's perception of union electricians here in the South,” Wolf said. “Everybody

who came worked hard to get the job done quickly and correctly, and the whole thing was just a huge success.”

For Harper, looking back, the decision to invite Mullis and Pentard to the Fifth District progress meeting was a no-brainer. “I'm really proud of this group of young people,” he said. “The older members are really seeing the enthusiasm among the RENEW group, and I think it's a great thing for our local and its future.”

The RENEW members see it the same way. “We know we're a new group,” Wolf said, “but we want to help the brotherhood, whether it's increasing our market share or just showing the community a different side of the IBEW. This is our chance to make a real difference here in Jacksonville.” ■



Jacksonville, Fla., Local 177 members recently helped to wire a Beaches Habitat for Humanity house in their community.

SPOTLIGHT ON SAFETY

Debilitating and Deadly. Is This Material in Your Workplace?

Silica has been around since the dawn of civilization and its dangers have been known since at least the days of the New Deal. In fact, President Roosevelt's labor secretary called it a deadly hazard. Now, four decades after the first regulation, there is a new rule to protect working men and women from its debilitating — and potentially deadly — effects.

“This is good news, not just for our members who work around silica, but for their families too,” said International President Lonnie R. Stephenson. “This is a rule that will save lives.”

The Department of Labor's Occupational Safety and Health Administration issued a rule on March 25 that limits exposure to respirable crystalline silica, a substance commonly found at a multitude of worksites. The rule creates two standards, one for the construction industry and one for the maritime and general industry. Both standards require a reduction of the permissible exposure limit to 50 micrograms per cubic meter of air, averaged over an eight-hour shift. The previous standard for construction sites was five times that, with a cap of 250 micrograms.

The rule also requires employers to implement dust controls, like using water to dampen the silica and installing better ventilation. Additionally, employers must offer respirators and medical exams and limit access to high exposure areas.

Silica is found in a number of places, particularly in rocks and sand. OSHA says it is typically 100 times smaller than sand found on beaches, if not more, and is generated by high-energy operations including cutting, sawing, grinding and crushing stone, or when using industrial sand. Sawing brick, blasting with sand, drilling into concrete walls, grinding mortar, crushing stone or manufacturing brick, concrete or ceramics can all generate this respirable dust. As such, industries from construction

to railroads to foundries and glass manufacturing are affected.

When inhaled, it can penetrate deep into a person's lungs and cause silicosis, an incurable and potentially fatal disease. Silica exposure can also cause lung cancer, respiratory diseases like chronic obstructive pulmonary disease and kidney disease. The World Health Organization and the National Institutes of Health designate it as a known human carcinogen.

OSHA estimates that more than 2 million working men and women are exposed to silica in their workplaces. The majority, 1.85 million, are in the construction industry. This new rule is expected to save nearly 700 lives and prevent 1,600 new cases of silicosis a year.

The last time a rule on silica was issued was in 1971, when OSHA was created. Even then, officials knew from existing research that it wasn't strong enough.

“We've known for over 40 years that it needed to be strengthened, and it has taken 40 years to strengthen it,” Labor Secretary Thomas Perez told NPR. “Many people who are going to work right now and breathing unacceptable levels of silica dust are in for a brighter future.”

IBEW Director of Safety Dave Mullen says that the IBEW has been pushing for this rule.

“We've been working with other building trades, writing letters to President Obama, doing whatever we could to get the rule finalized,” Mullen said. “We're pleased to see that it's out, and not a day too soon.”

Both standards will take effect on June 23. Industries will then have one to five years to comply with most of the requirements. For construction, they will need to be in full compliance by June 23, 2017. For general industry and maritime, there is an extra year, with a deadline of June 23, 2018.

OSHA calculates the cost to employers to be about \$1 billion. When the benefits, of reduced mortality and disease among others, are factored in though, OSHA estimates a net benefit of approximately \$4 to \$8 billion.

For additional information, go to www.osha.gov/silica. ■

Georgia Moves to Protect Utility Workers on Roadways

It should be second nature to motorists: if you see flashing lights on the side of the road, slow down, move over and give emergency personnel a wide berth to safely do their jobs. In all 50 states and in every Canadian province, it's also the law.

The so-called “move over” laws have for years applied to police, fire and ambulance services, and in many states and provinces they've expanded to include tow-truck operators and garbage collectors as well. But until now, utility workers operating close to the roadway have enjoyed such protections in just three states: Tennessee, North Carolina and Indiana.

On April 19, the tiny club expanded to four when Georgia Gov. Nathan Deal signed House Bill 767 into law at an event marking Lineman Appreciation Month.

“Adding utility workers to Georgia's move over law is an important recognition of the dangerous nature of the work our men and women do out there on the roads every day,” said Atlanta Local 84 Business Manager Larry Rooks, who represents linemen at the state's largest utility,



Linemen operating near roadways will be safer thanks to a new Georgia law.

Georgia Power. “Our members work in the dark and in the rain and ice, and it's important that drivers give these guys room to do their jobs. We appreciate the legislature making this change and recognizing the value of the work we do.”

In April 2015, three Georgia linemen were killed across the border in Florida when a driver careened off the road and into the crew, which was installing new electrical poles at the time.

“This kind of tragedy is never 100 percent preventable,” said IBEW Director of Safety David Mullen, “but taking steps to get drivers to slow down and give room to work crews is just common sense. It's the kind of easy change that we hope will be made in every state and provincial capital in the U.S. and Canada.”

Georgia's new law requires drivers approaching flashing lights or traffic cones to slow down and vacate the lane nearest to the emergency personnel or workers. If no lane is available, drivers are required to reduce their speed below the posted limit and be prepared to stop if necessary. Violators face a \$250 fine.

Paul Bowers, CEO of Georgia Power, thanked the governor for his recognition of the work of line crews, saying, “Safety is our top priority in everything we do, and we would like to thank the governor and the members of the legislature for passing this important legislation that will keep our workers safe in the field.”

The move over law takes effect on July 1. ■



After decades in the making, OSHA has issued a new rule to increase protections from silica, a commonly found substance with potentially deadly consequences.



LOCAL LINES

Donation Presented For Lineman Pole Statue

L.U. 2 (catv,lctt,o,t&u), ST. LOUIS, MO — We started the year with a premium contribution to the Electrical Workers Historical Society with a \$75,000 donation for a lineman pole statue in Founders' Park at the Henry Miller Museum. Bus. Mgr. Dave Desmond personally delivered the check to IBEW Local 1's office.

[Editor's Note: For more information on the historical society project, see news story "Historical Rebirth: Henry Miller Museum to Celebrate the IBEW's Founding," posted on the IBEW website at www.ibew.org/media-articles; and "The Birthplace of a Union to Be Reborn as a Museum," published in the December 2015 issue of *The Electrical Worker*.]

Also, Local 2 has committed to supporting current Investor Owned Utility legislation before the Missouri Senate. This legislation looks to change the current model being used by regulators when setting and determining rates. We are also focusing efforts at the Capitol to stop any anti-labor legislation, including paycheck deception, prevailing wage, and so-called "right to work" proposals.

Please like our Facebook page, IBEW Local 2; find a link at our Local 2 website www.ibew2.org.

Greg Benton, A.B.M.

In Tribute to a Brother



The late Ron Scott, former training director

L.U. 12 (i,o&se), PUEBLO, CO — One of our longtime members, Bro. Ron Scott, passed from this realm on March 3, 2016, after a brief battle with cancer. He joined the Brotherhood in 1973 as a "groundman" and completed the inside apprenticeship in 1979.

Bro. Scott served as Local 12 president and organizer before he was appointed training director in 1995. He served as training director from 1995 until he retired in 2014. Ron had 40 years of dedicated IBEW membership. He loved the IBEW and appreciated all that the Brotherhood meant to him throughout the years, and he took every opportunity to share this with others. His obituary was one of the best ever written, in my opinion. We have many fond memories of Ron and will miss him always.

Susan Johnson, P.S.

Active Committees & Successful Events Hosted

L.U. 16 (i), EVANSVILLE, IN — This has been a busy year for the Entertainment Committee. In late February, they hosted a Winter Gala. It was a very nice evening, with dinner, drinks and dancing, and the opportunity to build relationships within the Brotherhood.

The Entertainment Committee also put on the annual Easter Egg Hunt, which required approximately 4,500 eggs to be stuffed and placed on the grounds. Despite challenging weather, this event was enjoyed by all and has become a great tradition for Local 16 families. John Parker again took a starring role as the guy in the white suit with the big ears.

The Political Action Committee has also been very active, holding the annual Cornhole Tournament and Chicken Dinner, as well as offering raffles, which provide the local opportunities for promoting labor-friendly candidates.

The Cook Committee also held a Pork Butt Cook to raise money for the Sick & Needy Fund. Not only was the food great, but the monies raised will benefit several union families.

On April 1 this year, Local 16's wage and benefit package was improved. For the new rates, contact the hall or go to Local 16's page on Facebook.

Donald P. Beavin, P.S.

Code of Excellence — Industry Night Event

L.U. 24 (es,i&spa), BALTIMORE, MD — On Monday, March 21, the Maryland Electrical Industry Labor Management Cooperative Committee (MEILMCC) held an Industry Night at IBEW Local 24's union hall. The purpose of the meeting was to educate our signatory contractors on the Code of Excellence program. We discussed how the COE can be used to attract new customers and win back old ones that have forgotten the advantages of using union electricians for their projects.



Local 24 Bus. Mgr. Gary Griffin discusses Code of Excellence with contractors.

Local 24 officers and a variety of signatory contractors were present. Local union Pres. Carmen Voso and Organizer Sam Curreri gave a brief PowerPoint presentation about the COE, and Bus. Mgr. Gary Griffin fielded question about the program. Training Dir. Neil Wilford gave a brief report on the apprenticeship program and classes available for journeymen as well as those available to satisfy the continuing education requirements for those with electrical licenses.

The MEILMCC also held its annual drug screen program on March 17-19. Over 300 members were tested on these three days. During the testing members purchased tools supplied by Professional Contracting Supply and Red Wing boots, both at discounted prices.

Gary R. Griffin, B.M.

Thanks to Volunteers — IBEW Community Service

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — Thanks to everyone who participated in the Local 26 Motorcycle Riders Club's "Poker Run" on May 7 to benefit nonprofit organization Special Love, which provides support for cancer patients. At press time, the annual Dollars Against Diabetes Golf Outing was scheduled for June 6. We thank all the members who have helped make these events a success, allowing us to make a generous donation to both of these worthy causes.

Local union officers and agents attended the IBEW Construction Conference and the National Building Trades Conference in Washington, DC. At this writing, we were scheduled to attend the apprenticeship graduation ceremony on June 4. We have finalized plans for the Manassas, VA, picnic on June 18 and the Edgewater, MD, picnic on Aug. 6. For more information about the picnics, see our quarterly magazine, *In Charge*, or visit website www.ibewlocal26.org.

The Scholarship Committee will announce winners of this year's scholarship awards soon. Congratulations to all the applicants on their outstanding

academic achievements!

Results of the Local 26 elections will be announced at the general membership meeting on Friday, June 10. Elected officers will be sworn in at the general membership meeting on Friday, July 8, at the Local 26 Union Hall, 4371 Parliament Place, Lanham, MD.

We mourn the loss of recently deceased members: former Local 26 president Harry H. Carter, Martin J. Reedy, Walter E. Spence, Robinson C. Pal, Benjamin C. Judd Jr. and Eugene S. Long.

Best wishes to recent retirees: Robert E. Howell Jr., Jack R. Wade, Edward L. Boarman, Thomas R. Kern, Tyrone Nance, Richard E. Daniels and John R. Greene.

Charles E. Graham, B.M.



Local 34 steward Greg Rosenak (left) and recently retired Bro. Ronald Hanauer.

New Training Facility Opens

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Congratulations to Local 34 member Ronald Hanauer for his longtime service to the IBEW. Ronnie started his career as an apprentice in September 1978 at Power-ton Generation Station and on April 14, 2016, finished his career there. Ronnie comes from a long line of IBEW Local 34 members. His father, Roland Hanauer, grandfather and two uncles have all represented Local 34. Together, the Hanauer family has accumulated over 100 years of service in the electrical industry. Enjoy your retirement, Ron. It is well-earned.

Another achievement this spring for Local 34 is the opening of our new apprenticeship training facility in Bartonville, IL. From start to finish the project took only six months. The 22,000-square-foot complex will host apprentices for the next hundred years of Local 34. The new facility has eight welding stations, manholes, overhead cranes, a modern motor control lab and countless other upgrades from the previous facility. This project's inception and completion is credited to the foresight of our union leaders, members and contractors who understand that high quality training is how we stay on top in the construction market.

Marc Burnap, P.S.

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/media-center/IBEW-News-Media-Center/Submitting-Local-Lines. Please email or call the Media Department at (202) 728-6291 with any questions.

Trade Classifications

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

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.



Local 38 members working with Ullman Electric on Garfield Building renovation: foreman Gino Iannaggi (left), John Brodrick, Jim Toothman, Dale Bruner, Henry Davis, Veto Brucchieri and Kevin Reagan.

In Downtown Cleveland — Major Construction Projects

L.U. 38 (i), CLEVELAND, OH — Work is very busy downtown as hotels are wrapping up construction for the upcoming Republican National Convention to be held in Cleveland this July. We are also currently working on converting three office buildings into approximately 700 apartments. Gateway Electric is converting the Leader Building and the Standard buildings into about 260 units each, and Ullman Electric has the contract for the Garfield Building conversion. We recently executed a project labor agreement (PLA) for the Garfield Building.

The Garfield Building, currently a largely empty office building, was built in the late 1800s by two of Pres. James Garfield's sons. The longtime bank building, which was originally home to Cleveland Trust Co. bank, will be converted into 172 apartments above ground-floor restaurants and stores.

The work outlook remains good because of all the interest in downtown Cleveland, and all the new medical facilities being built by the Cleveland Clinic, University Hospitals and Metrohealth.

Dennis Meaney, B.M./F.S.

Local's Key to Success: Culture of Progressive Action

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR — What do IBEW Local 48 brothers and sisters have that enables us to thrive while others struggle? Is it leadership, confidence, capability, flexibility?

Local 48's successful culture encompasses all of these positive traits. A culture of progressive action continues to be our greatest strength.

A great example of this IBEW culture is happening today at the INTEL Ronler Acres campus. This gem of INTEL facilities is where some of the world's newest technologies are rolled out. INTEL is practicing "lean construction" due to severe time and space constraints. Rosendin Electric Inc.'s Bro. Brandon Rainwater and crew are leading this change in Local 48 with a full commitment to lean construction for our INTEL Ronler Acres installations. Cooperative, accurate prefabrication combined with a "just in time" delivery model is the natural answer to cramped job-site space. It also greatly speeds the critical rollout time for our customer's newest technologies.

Bus. Mgr. Gary Young said: "One of our most valued accomplishments is our ability to quickly and effectively facilitate our customers' new technology cycles."

What enables us to successfully accomplish that? Our longstanding, world-class IBEW Local 48 culture!

Bob Blair, P.S.

RENEW Members Attend Fourth District Progress Mtg.

L.U. 50 (u), RICHMOND, VA — Local 50 RENEW Committee members Jason Jones and Dustin Sadler attended the RENEW — Reach out and Engage Next-gen Electrical Workers — caucus at the IBEW Fourth District Pro-

gress Meeting on April 5.

Young workers from across the district attended and heard from Int. Pres. Lonnie R. Stephenson and Fourth District Int. Vice Pres. Kenneth W. Cooper on the future of the IBEW and the importance of young workers' involvement and growth in the IBEW.

Local 50 RENEW Vice Chmn. Sadler mentioned "how encouraging it is to see such incredible support the RENEW movement has at the International level." He added, "I look forward to implementing the ideas shared by other young workers in our own region."

John Albert, Treas./B.R.



At Fourth District Progress Meeting: Int. Pres. Lonnie R. Stephenson (left), Local 50 RENEW committee members Jason Jones and Dustin Sadler, and Fourth District Int. Vice Pres. Kenneth W. Cooper.

Union Hall Remodel Project; 'Defeat Anti-Worker Petition'

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI — Our union hall is in the midst of our remodel to become a Zero Net Energy facility. Business office trailers are in the parking lot to maintain services for the members. Please be patient. General membership meetings will take place at the Training Center at their normal time, the third Tuesday of each month at 6:30 p.m. Please plan on attending as we prepare for upcoming contract negotiations.

The group advocating repeal of prevailing wage is again gathering signatures to impose a repeal of this longstanding law. Don't be fooled, do your part: DECLINE TO SIGN this petition because repeal of prevailing wage would be guaranteed to reduce your wages and those of all construction workers. Come to a meeting or call the hall for more information on how you can help us defeat this obnoxious attack on all working families.

Make sure that you and your family members are registered to vote in the general election on Nov. 8. Make a difference this year and get out and vote.

The Local 58 Benevolent Fund hosted the Annual Walleye Tournament held Saturday, May 7. Thanks to all of the fishing crews and volunteers who joined us for the fish fry afterward. The Entertainment Committee needs volunteers to assist with upcoming events. Please contact the hall to get involved.

James E. DeLuca, B.R.

'Greetings from Colorado'

L.U. 68 (i), DENVER, CO — Political season is in full swing at the Colorado state Capitol.

We got so-called "right to work" legislation stopped again April 4. Thanks to all who lobbied and testified against this bill. We spent two different lobby days at the Capitol to voice our opinions and show our convictions on labor issues.

Calls are still trickling in and some are still hitting Book II. At the time of this writing, we are preparing for an election of local union officers in June.

AFL-CIO Sec.-Treas. Elizabeth "Liz" Shuler was

here Feb. 25 to talk about apprenticeship programs and opportunities nationwide. On March 4 we held a tour of Local 68's apprenticeship facilities for political candidates.

The Wireman's Brotherhood Fund (WBF) had their bowling tournament Feb. 28 with 140 bowlers participating. It was a grand time for brotherhood.

On March 14, Local 68 officers had a meeting with International organizers about the drive to sign DirecTV technicians in our area. [Editor's Note: For more information see news story "DirecTV Workers Gain a Voice with the IBEW," published in the May 2016 issue of *The Electrical Worker* and posted on the IBEW website at www.ibew.org/media-center/articles.]

On March 22, Local 68 and other area labor leaders met with Denver Mayor Michael Hancock regarding Denver projects being bid along best value contracting guidelines. We also discussed ways to raise the minimum wage in Denver County.

The local entered into contract negotiations for a new collective bargaining agreement for our Signman Unit.

Hope this finds you all safe, well and working. "Brotherhood — Pass It On."

We extend our deepest sympathy to the families of our recently deceased brothers: Charles D. Michael, Terrell B. Thomas, William E. Kinney and Alfred J. Yannacito.

Jack Cox, Pres.

'Renewable Future' — Big Solar Projects

L.U. 96 (i), WORCESTER, MA — Mass Electric Construction Co., over the last few years, has been constructing several large solar projects providing work for our brothers and sisters. They are currently working on the largest solar array in the Local 96 jurisdiction. The solar installation is located at the St. Joseph's Abbey Monastery in Spencer, MA. The project, when completed, will be a 20-megawatt, 25-kilovolt system with 60,000 solar panels. It is employing well over 100 electricians and apprentices. Great partnership!

Thank you to the members, friends and family of Local 96 who marched, in solidarity with other building trades, in the 34th Annual St. Patrick's Day Parade in Worcester. [See photo below.] In addition, the support and organization of the Local 96 parade committee helped make this day a great success. Great job by all ... keep marching on.

For more Local 26 news and information, please visit us online at www.ibewlocal96.org.

Luke E. Carpenter, P.S.

High Voter Turnout Is Key For November 2016 Election

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — The majority party in Missouri's General Assembly recently passed a paycheck deception bill. This is another attempt to weaken union labor in the "Show

Me State." Gov. Jay Nixon vetoed this anti-labor bill. As of this writing, we need the help of some members of the GOP to sustain the veto. At press time, the IBEW lobby team is working hard to explain to these legislators the negative effect paycheck deception would have on public employees like our police officers, fire fighters, teachers and utility workers to name a few.

On the Kansas side, Republican Gov. Sam Brownback's tax cut experiment has destabilized the entire state. Kansas schools, highways, and other basic services are underfunded and the latest funding plan is reverse "Robin Hood," stealing from the poor and giving to the rich.

The November 2016 election will certainly bring change. What kind of change depends on voter turnout. Low turnout can mean change for the worse. High turnout can mean change for the better. Let's get out and support the candidates who support labor.

The Local 124 Inside Negotiating Committee has begun formalizing its strategy for upcoming negotiations. A heavy dose of job calls could provide momentum for a "strong" inside agreement. Participate in your local union. Divided we fall. United we stand.

We remember recently deceased members: Howard Booton, Emil "Skip" Ducoulombier, Victor P. Eckart, John W. Hinton, Frank Lacy, Andy McGee, Carmen "Kenny" Speaker, Fred Wiedenmann and Kenneth W. Wilson.

Congratulations to recent retirees: Roy K. Barnes, Tom A. Brink, James Farmer, Janice M. Harrison, Charles M. Owens and Gerald D. Long.

Steve Morales, P.S.

A Clear Message Sent

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — The recent Illinois primary election in March was a win for working people, despite Gov. Bruce Rauner's claim that the losses incurred were expected. Rauner poured millions of dollars into the campaign of rogue incumbent House Democrat Ken Dunkin. Dunkin's opponent, Juliana Stratton, soundly defeated him in the Democratic primary by 68-32 percent.

Rauner also attempted to unseat incumbent Republican state Sen. Sam McCann, because McCann sided with state employees' position on contract negotiations. Again, Rauner and the candidate he backed were thwarted in the Republican primary by McCann's 52-48 percent win. Rauner's "turnaround agenda" is being rejected by members of his own party.

At the IBEW Illinois State Conference in March, one of the speakers stated that we learned three things from the primary vote of 2016:

- You do not have to have the most money to win — just enough.
- Organization beats money.
- Voters are smarter than they are given credit for.

The fight continues. There are more Democratic House seats that Rauner has focused on for the general election. Let us all remember the lessons learned this March and hand Rauner and his "turnaround agenda" more defeats in November.

Frank Cunningham, R.S.



IBEW Local 96 contingent assembles for St. Patrick's Day parade.

LOCAL LINES

Tributes for Lifetime Service; Apprentice Graduates Honored

L.U. 146 (ei,i&rts), DECATUR, IL — We are saddened to report the passing of former Local 146 president Bret Krutsinger. Bret had served as a Local 146 steward, executive board member and president before serving as an electrical supervisor for CB&I in Pennsylvania. He was a 24-year member of Local 146 and will be missed dearly. We also mourn the loss of 46-year member Steve Buchanan.

Thirteen apprentice inside wireman graduates and four apprentice telecommunications installer technician graduates were honored in May for successfully completing apprenticeship training. Honored were: graduates Justin Baker, Ben Davis, Ryan Kneller, Brandon McCormick, Justin Moma, Justin Probst, Andrew Rempe, Sam Richardson, Heath Righter, Austin Schultz, Marc Stuart, Clayton Walter, Brandon Weiss, Alex Galvan, Nathan Hilligoss, Bryan Newhouse and Derek Rodman.

Congratulations on their recent retirement to members Richard Kerns, Fred Taylor, John May and Jim Underwood.

Rich Underwood, R.S.

Officer Transition; Annual Picnic in June

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Our former business manager, Don Carlson, retired effective April 5, 2016. We wish him a long and healthy retirement and thank him for his service. The Executive Board voted to appoint Patrick Serzynski to succeed him to fill the remainder of the unexpired term. The local will be well-served by this choice.

Please join us for our annual Local 150 picnic. It will be held Saturday, June 18, at the Lakewood Forest Preserve in Wauconda. There will be plenty of food, beverages, ice cream, a horseshoe tournament and games for the little ones. It is a wonderful opportunity to socialize with your brothers and sisters outside of work and get to know each other on a different basis. Bring your family and join us! It is always a lot of fun.

The Lake County JATC has started a new group of apprentices and trainees. Please, if you are working with an apprentice trainee on your job, take the time to welcome them to the local and the trade. Help them learn their craft and good work ethics and practices. And remember, they are new to the industry and don't know all that you might know.

[Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," The Electrical Worker (Sept. 2014), and at www.ibew.org.]

There will be a golf outing this year. Please watch your mailbox for further info about this fun event.

Wendy J. Cordts, P.S.

Strong Work Picture; Building Expansion a Success

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI — Our local is entering a very busy period for work. We just wrapped up a refueling outage at Point Beach Nuclear Plant and more work is expected out there before the next outage in a year. Work is just underway at the Tiletown District project, which will consist of a five-star hotel for Kohler, a brewhouse for Hinterland Brewing and a sports clinic for Bellin Hospital.

Work continues at Lambeau Field and at Bay-ship Building. Work is also starting at area schools and area hospitals. We will be busy throughout the rest of the year.

As reported in my previous article, Local 158

has undergone a building expansion. We almost doubled our office capacity by adding two large classrooms and a training lab, as well as enlarging our meeting room. The project is complete and we are holding many classes. All went well. In a month we will be enlarging our parking lot and resurfacing it. It is a facility we can all be proud of.

Donald C. Allen, B.M.



View of a Local 158 new classroom addition.

Joining the Fight to 'Knock Out' Cancer

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — On Friday, April 29, Local 164 once again sponsored the New Jersey Golden Gloves Boxing Tournament by hosting the annual event at our hall. This is always a really fun and exciting event for all ages and is open to the public. At the Golden Gloves Tournament young, up-and-coming, boxers compete to win the Golden Gloves title.

Local 164 sponsors the tournament as a fundraiser for our breast cancer charity, "Project Grandma," a community service project to benefit breast cancer research and awareness. Project Grandma was started years ago by Local 164 members with the goal of helping in the fight against breast cancer, so that women may reach the golden age typical of grandmothers. The name of the project was inspired by Bro. John "Nurdy" Nordyk, who said: "Every woman deserves the chance to be a grandma."

Thank you to Bus. Mgr. Dan Gumble and Pres. Tom Sullivan for their continued support of both the charity project and the tournament. Also, thank you to Bro. Keith Misciagna for organizing the event; he always does a great job. Many thanks also go out to all the Local 164 volunteers who helped make this another great event at our local.

Warren M. Becker, V.P.

Informative Training Session

L.U. 234 (i&mt), CASTROVILLE, CA — We wish to thank Fluke Corporation and its representatives Toffee Coleman and Wade Thompson, who set up a lab and trained our members on how to use the 435 Fluke Power Quality Meter. The first session was a train-the-trainer for our JATC instructors, and the next day we held an excellent introductory course for our members.

[Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014



Local 234 members at a special Fluke Power Quality Meter class.

and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," The Electrical Worker (Sept. 2014), and at www.ibew.org.]

We, in the industry, are aware of the significant importance of power quality. While utilities employ our outside members to meet their commitments to provide clean, reliable power to customers' meters, it is primarily within facilities that power quality issues arise and create costly business disruptions. We know, with the ever advancing electrical technologies of computers, lighting controls, motor starter, and speed controls, and the many other varied non-linear loads, that their power quality impacts must be knowledgeably addressed by our inside workforce.

Thank you to our industry partner, Fluke Corporation.

Stephen Slovacek, P.S.

IBEW Day on the Hill; Work Picture is Excellent

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — On March 23, Minnesota's local unions attended the annual IBEW Day on the Hill — an important event that allows face-to-face meetings with our Minnesota state legislators to discuss concerns and express support for a variety of issues important to working-class families.

The work picture for Local 292 is very good. From a variety of commercial and residential projects to some very large solar farms, there are many opportunities for traveling brothers and sisters. While having a Minnesota state or reciprocal license is helpful, we also expect to be able to put many traveling brothers and sisters who don't have those particular licenses to work. We welcome the help.

At the time of this writing, the Minnesota Vikings' new home, the US Bank Stadium project, is more than 90 percent complete. Only four months away from kickoff. Go Vikings!

Eric Peterson, B.R.



US Bank Stadium, new home of the Minnesota Vikings, constructed by IBEW Local 292 members and many other trade union workers.

Voting & Quality of Life

L.U. 302 (i,rts&spa), MARTINEZ, CA — As we enter this 2016 political season, I am struck by two divergent realities: most IBEW members say they understand the importance of politics, but far too few actually vote.

Our local enjoys an 80 percent voter registration level, but in the last statewide election only 20 percent of our members voted.

There are a lot of theories as to why, but I blame a cause-and-effect disconnect between voting and the quality of our lives.

Think about it. If you don't vote, your voice is muted. If you don't vote and another person does, you end up living the life THEY want. You become a slave to their wishes.

They win, you lose. They choose the music and you must dance to it.

Try this. Sit on the couch and turn on a radio station you hate. Music, talk, whatever. Make yourself listen to it all day. Try to relax, but don't get up. See how comfortable that feels? Imagine doing that for a lifetime.

Welcome to staying home on voting day!

In California, we have a primary election on June 7, and the general election is Nov. 8. Make your voice heard!

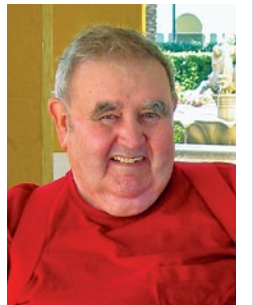
Bob Lilley, A.B.M.

Tribute to Life of Service

L.U. 320 (catv,t&u), POUGHKEEPSIE, NY — On Feb. 23, 2016, former business manager/president Frank Maher passed away. Frank was a dedicated union member for 60 years and he held the title of Local 320 business manager/president for 49 of those years.

During his tenure as leader of Local 320 and throughout his IBEW career, Frank touched many lives and believed strongly in helping members, making sure that safety was always recognized as an important issue and working hard to negotiate a fair contract for the members. Frank was tough, quick-witted and caring. He was respected by employers and by the membership, and he will be missed. His hard work and dedication helped Local 320 thrive as it does today.

Allison Morris, R.S./P.S.



The late Frank Maher, former Local 320 officer.

Satellite Office Opens — Organizing in Region

L.U. 340 (i,rts&spa), SACRAMENTO, CA — Local 340 opened a satellite office recently in Chico, CA — an area that has been underserved for far too long — to better serve the members and the electrical industry as a whole. The grand opening on Feb. 1 was a huge success, attended by local politicians as well as both union and nonunion employers. Asst. Bus. Mgr. Andrew Meredith, who did most of the work to get this office up and running, will split his work weeks between the office in Chico and our Redding branch.

The reason behind opening a second branch office in the northern area is to expand our presence in the region through very active organizing. We know there is



At grand opening of Local 340 branch office: Asst. Bus. Mgr. Andrew Meredith (left), Asst. Bus. Mgr. Bob Ward, Organizer Rustin Johnston, Executive Board member Jason Prasad (with scissors), Bro. Sandy Konkol, Executive Board member Iggy Rodriguez, and State Assembly candidate James Gallagher.

promise for real work opportunities in the area, and if we can increase construction demand, it will bring back state and federal dollars to northern California.

I have full faith in Bro. Meredith. If anyone can turn this area around, I know he can do it, but he cannot do it alone. Our Sacramento representatives will be helping him, but since this area is so spread out, we will need additional help. We invite any IBEW members (active or retired — Local 340 member or traveler) to stop by the office and get involved in the process of growing the IBEW!

We are saddened by the loss of retired Bros. Merrill Gayman, Doug Newkirk and Don Walter, and active member Bro. Rob Collins, father of Bro. Zackery Collins.

Tom Okumura, B.M.

'Hats Off to Our Retirees'

L.U. 352 (u), LANSING, MI — We would like to recognize several recently retired IBEW Local 352 members and thank them for their longtime IBEW service: Al Lopez, with 30 years of IBEW service; Stan Cotton, 37 years of service; Treas. Kate Weldon, 30 years; Executive Board member Ed Rodriguez, 40 years; and Executive Board Chair Mike Stanley, 38 years of service.

This is a contract year for the Local 352, and Michigan is now a so-called "right-to-work" state. Experience in organizing is vital, and the Executive Board members listed above have agreed to remain active past their retirement dates, helping guide us into our next contract negotiations. We thank them for all that they have done and for still being with us.

I am working with Bus. Mgr. Ron Byrnes, Pres. Tracy Tolbert and Bro. Adam Pease to create bylaws for an IBEW Local 352 RENEW Committee. We will be active this spring. More updates will follow as the committee begins their work serving our community. We look forward to getting our next leaders ready to take the wheel as our elders ease into retirement.

Maggie Rich, V.P.

Byron Station Refuel Outage; Annual Golf Outing in July

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — The Byron Generating Station refuel outage was nearing completion at press time. This outage required 72 wiremen for approximately two months of work. These outages are a well-needed shot in the arm for our members. Thanks go out to all the traveling brothers and sisters for helping us man the work and making this another safe and successful outage.

IBEW Local 364's 15th Annual Golf Outing is scheduled for July 23. This annual event is a fantastic time for fellowship and solidarity as well as raising money for a great cause. Local 364 Bus. Agent Larry Rowlett is spearheading this year's festivities.

Ground work is currently underway on the new 263-acre Mercy Hospital campus off of Interstate Highway 90 in Rockford. This campus also includes construction of a new hotel as well as an additional 40 acres of land for retail businesses. As you can imagine, Local 364 is anxiously awaiting this project as it will bring much-needed work to our members as well as good, high-paying jobs to the region. This two-year project should really start to get moving closer to the end of the year.

Brad Williams, P.S.

IBEW Parade Contingent

L.U. 400 (es,i&o), ASBURY PARK, NJ — On Sunday, March 6, over 50 members gathered for the Belmar St. Patrick's Day parade. Local 400 has always had a large presence at this event, hailed as one of the biggest parades in New Jersey for the holiday.



Local 400 members proudly march in Saint Patrick's Day parade.

Local 400 congratulates Daniel Formica for being honored as Apprentice of the Year. The officers awarded Daniel with a plaque at the local union meeting on March 25, and the Retiree Committee rewarded him with a \$100 check in recognition for his dedication and hard work.

Beginning a new holiday tradition, the Easter Egg Hunt and breakfast took place on March 26. Members enjoyed a delicious breakfast buffet with their families, the Easter Bunny visited the children, and all had a good time.

Raven Morris, P.S.

Apprentice Graduation & Community Service Donation

L.U. 464 (mt), COVINGTON, VA — On Jan. 21 this year, WestRock held its E&I Apprenticeship graduation luncheon. Certificates in Electrician and Instrument journeyman trades were presented to 33 apprentices. Thirty-one electricians received their Instrument Journeyman's card, and two instrument journeymen received their Electricians card. Congratulations to all!

WestRock and Local 464 have an agreement to provide time for the apprentices to: 1) cross train in the parallel craft; and 2) obtain related instruction through the use of web-based programs. This training optimizes the apprentices' time at work so they don't have to spend extra time away from family. Kudos to all of the apprentice graduates and to ALL parties in achieving and maintaining such state-blessed training.

On Jan. 29, Local 446 Fin. Sec. James "Vinny" Geiser and member Tim Elmore met with Anna Semonco of the Ronald McDonald House of southwest Virginia to present Local 464's annual donation to the Ronald McDonald House. Proceeds from the annual Golf Tournament made this year's \$500 donation possible. Bro. Elmore and his wife utilized this facility when their daughter was prematurely born a few years back and wished to be present for the presentation of the donation.

This year's Local 464 Golf Tournament, a 4-Man Captain's Choice, will be held July 29 at the Lexington Country Club in Lexington, Va. Local 464 encourages our brothers and sisters nearby to come participate in our fundraiser.

Cliff Persinger, P.S.



Local 464 Fin. Sec. James "Vinny" Geiser (right) and member Tim Elmore (left) present local's donation check to Ronald McDonald House representative Anna Semonco.

'Go Baby Go' Project & IBEW Local 494 Support

L.U. 494 (em,i,mt,rts,spa&t), MILWAUKEE, WI — A short time ago IBEW Local 494, Children's Hospital of Wisconsin and Marquette University collaborated on a local project in support of the nation-wide Go Baby Go program. Go Baby Go is a national, community-based research, design and outreach program that provides modified toy ride-on cars to children who experience limited mobility. The program began in 2012 at the University of Delaware.

Working together, Local 494, the Children's Hospital and Marquette University have provided and modified off-the-shelf, electric-powered toy cars that allow mobility for children with crawling and walking difficulties. These cars empower children to be part of the action at home, in the daycare centers, and physical therapy clinics.

Several Local 494 members and retirees adapted the controls and safety features to fit the special needs for each car built. So far the local has built and donated four cars to the Go-Baby-Go program, with the latest car presented to Children's Hospital and built by retired member David Emery and a team of students from St. Thomas Aquinas Academy.

Children's Hospital thanked Local 494 members and the community for providing this service to children in need.

If your local would like to get involved, please visit website www.udel.edu/gobabygo.

Kurt Jante, B.R.



Local 494 Bus. Mgr. Dean Warsh (left), occupational therapist Christine Cayo and Bus. Rep. Kurt Jante.

Commemorating Workers

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — At the time of this writing we have many members seeking employment, but with any luck some of the jobs on the drawing board will be realized and all our members will be working again.

On April 28, Local 530 participated in the National Day of Mourning to commemorate workers who lost their lives or suffered injury or illness due to a workplace accident. This is an important event, especially in our work atmosphere.

On June 10 this year our local union election of officers will be held. Officers are elected for a three-year term. Please let your voices be

heard that day.

Local 530 is saddened by the recent passing of Bros. John Weeke and Frank Dechet.

Al Byers, P.S.



Local 558's 7th Annual Spring Picnic was a great success.

2016 Spring Picnic — Camaraderie & Solidarity

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. Springtime is here and we look forward to better weather and an improving work forecast. With the arrival of spring, we also celebrate our annual spring picnic tradition.

Our 7th Annual IBEW Spring Picnic was May 21 this year at Spring Park in Tusculumbia. This event is always pivotal in providing an opportunity for camaraderie and solidarity among our members and their families as well. We sincerely appreciate all of those who came together to make it a great success. We encourage all of our members, from apprentices to retirees, to continue to come out and take part in future events to solidify, grow and strengthen our movement.

We are proud to announce that we ratified a five-year agreement at the Muscle Shoals Electric Board and annual wage increases have been established for Russellville Utilities. At the time of this writing, we were still in negotiations with Comcast and hoped to have that finalized soon. We thank everyone involved for a very successful spring outage at TVA Browns Ferry Nuclear Plant and extend our appreciation to all who helped make this possible.

Congratulations to Bus. Mgr./Fin. Sec. Ralph Mayes on his election to the Southern Electrical Retirement Fund executive board.

Tony Quillen, Pres./A.B.M.

Apprenticeship Contest

L.U. 570 (i,mo,spa&u), TUCSON, AZ — IBEW Local 570 hosted the Seventh District's 2016 Apprenticeship Contest on March 19 this year. Top apprentices from Seventh District locals were invited to participate in the annual IBEW-NECA inside apprentice contest. Local 570 and the apprenticeship program thank Daniel Palacio for representing us. Thank you to all who participated in the event. There was a lot of time,



Seventh District Apprenticeship Contest participants.

LOCAL LINES

hard work and dedication put in to get there. Congratulations to 2016 contest winner Darin Mason, from Local 226 Topeka, KS. [Editor's Note: To read more, see Oct. 16, 2014, news story "Yearly Contest Challenges Apprentices in Tasks, Theory," posted on IBEW website www.ibew.org/articles.]

The Local 570 Annual Picnic was March 26. We moved to a new park this year and had a well-attended picnic with over 400 people. Members, retired members and their families came out for great food, drinks, jumping castles, train rides and comradery. It was a good time for all.

Scott W. Toot, Pres./Mbr. Dev.

'Get Registered & Vote'

L.U. 692 (i,mt&spa), BAY CITY, MI — The Local 692 election of officers will be held June 6 this year. Member participation is welcome and important. For those who are interested in getting more involved, consider running for an officer position. Make sure you vote!

November 2016 elections are upon us. We have the honor and privilege of voting for president of the United States. We also have county and state-wide elections. We need help getting friends of working people elected. Let us all make sure we are registered to vote. This election is so important. If you get a chance, try talking to some of our members who have been in the union for most of their lives. They have a great way of letting you know how important voting is for our livelihood and our country.

We have a couple of projects scheduled to start in late spring. W.F. Nelson Electric was awarded the contract for the Midland Central Middle School, which is a STEM (science, technology, engineering and math) school. This job is the result of our local's business and membership development efforts. It is great to get a large project in anti-union Midland, MI.

We are sad to report the passing of Bro. Alan R. Faber and retired Bro. Donald R. Newton.

Our thoughts and prayers are with their families. Get out and vote!

Tammy Gottlieb, P.S.

Vectren Agreement Ratified

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — Members at Vectren in Indiana recently ratified a new three-year agreement more than three months prior to expiration, marking a major improvement in relations with the company. The contract includes: general wage increases of 2.5 percent, 2.75 percent, and 3 percent over the three years; a freeze on the amount of health insurance premium paid by our members for the life of the agreement (at the current rate); increased uniform allotments; minor vacation schedule improvements; and shift premium and "temporary leadman" increases. There were no concessions in this new agreement.

We are catching our breath after fully engaging in the Illinois primary election. We set up phone banks and telephoned over 1,700 Local 702 members, and also canvassed neighborhoods in support of friends of labor seeking election or re-election. We now prepare for the November general election.

The local will host its Annual Golf Tournament this year on Friday, June 17. Additionally, we will start selling our \$100 Solidarity Drawing tickets at the Golf Tournament for a chance at \$25,000, \$10,000, \$5,000, or five chances at \$1,000. This drawing will be held on Labor Day at the DuQuoin Fair.

As of this writing, our referral books are as follows: Inside Construction - 100, Outside Construction - 12, Line Clearance - 4.

Mark Baker, B.R./P.S.

IBEW Goes Residential — Marble Alley & Student Housing

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN — First there was the Marble Alley Lofts residential development project in downtown Knoxville, TN — as featured on ElectricTV. To watch a video about this Code of Excellence IBEW/NECA project, visit www.electrictv.net/videos/marble-alley-lofts-ncai-beb-building-community-knoxville or Local 760's new website www.ibew760.org/videos.

Now the IBEW, NECA and The Southern Electrical Retirement Fund are providing funding needed for the new student-housing project off of Cherokee Trail. Residential or industrial, members of the IBEW are leading by example and showing the Knoxville community that there are no jobs too big for the IBEW. Members are demonstrating their skill and workmanship as a team, and are helping build a better community close to the University of Tennessee campus.

Jason Leary, Organizer



IBEW members at Local 760 jobsite: Back row, Kenny Glandon (left), Jerry Medley, Jamie Clifton, Tim Durbin and Jerry Hembree; front row, Dave Hoque, Robert Draper, Gaven Stover, Billy Forester and Sheena Kopczyński. Not pictured: Nathan Finchum, Tim Daugherty.

AEP Ohio's PPA Approved

L.U. 1466 (u), COLUMBUS, OH — On March 31, the members of Local 1466 received word that the Public Utilities Commission of Ohio (PUCO) had approved AEP Ohio's Power Purchase Agreement (PPA). This will directly impact Local 1466 members who are employed at the Conesville Power Plant, by providing job security and also enabling the plant to be converted to natural gas. There has been a lot of uncertainty over the last few years regarding the future of generation in this country, so this is definitely welcome news to our members!

The Executive Board is also starting to plan the annual Fall Family Picnic. We hope to have another great year and are always looking for input from the membership to help make it even better. If anyone has any suggestions, please try to attend the monthly union meetings to help make this year's event one of our best yet!

Thank you to the members for working hard, looking out for each other, and representing the IBEW well every day!

Jimi Jette, P.S.

RETIREES

Tradition of Service

RETIREES CLUB OF L.U. 3, NEW YORK, NY, SUFFOLK CHAPTER — With the approach of summer, our chapter is busy planning our upcoming events.

Plans are being made for our trip to the Long Island Educational Center in Cutchogue in August. Our end-of-summer BBQ is planned for Sept. 15 this year. Please contact Jim Joust if you would like to attend.

We will hold our Annual Holiday Party in December. Please contact John Schoenig if you are interested in attending.

At our April meeting Jack Foley, our chapter chairman, presented a service plaque to Fred Walling in recognition for all his years of service to the chapter. We also received a very nice letter from Long Island Cares in appreciation for our food drive to help those in need.

Wishing all a very happy and safe summer.

Harvey Goldman, P.S.

2016 Presentation To Fisher House Foundation

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WEST-CHESTER/PUTNAM CHAPTER — On March 30 this year, officers of the Westchester/Putnam Retirees Club met with Fisher House Foundation Chmn./CEO Kenneth Fisher at his office in mid-town Manhattan, to present a \$10,000 check for the foundation.

This presentation was made possible through the efforts of our club's Fund Chmn./Fin. Sec. Dominic Malandro, and the individual donations from members of the Westchester/Putnam Chapter, our golf outing sponsors, the Queens and Brooklyn Retirees Chapters, and the Bronx Shore Kiwanis. Without their cooperation, this presentation would not be possible.

The Fisher House Foundation builds housing near military hospitals throughout the country, enabling the families of seriously injured servicemen and servicewomen to be with their loved ones while in recovery. There are now over 70 such residences operational. This benefit is available at no cost to the families.

We are proud to be able to aid this noble cause. We do not consider this a donation — we feel it is partial payment of a debt owed that we can never fully satisfy.

Dick Mills, Treas.



Local 3, Westchester/Putnam Chapter, Retirees Club officers present donation to Fisher House Foundation CEO Ken Fisher (second from right). From left: Dominic Malandro, David Torres, K. Fisher, and Dick Mills.

Cruise To Europe Planned; Medical Equipment Project

RETIREES CLUB OF L.U. 26, WASHINGTON, DC — By the time you read this, our club will probably be home from our 2016 cruise to Bermuda and the Bahamas, which left Baltimore Harbor on June 9. Plans have



A partial view of Local 26 Retirees Club's medical equipment stockroom.

begun for next year's cruise to Europe, so if you wish to join us, please contact our travel coordinator, Rick Warner, at 240-472-0438. More than 60 members and their guests signed on for the Bahamas trip.

The club is staying busy, but it's time to give a little attention to a longstanding program of our club: supplying medical equipment to our members and their families. The club maintains a room full of equipment, which active and retired members and their families may use at no cost for as long as they need.

Medical items we provide include: walkers, wheelchairs, crutches, electric hospital beds, transport chairs, walking canes, patient lifts to move a person from a bed to a wheelchair, and more specialized items that can also be useful.

What keeps all of this possible are the members, who purchase our raffle tickets each year. These additional funds allow us to buy specialized equipment for members. These items are returned to our stock after use, and kept for the next patient to use.

If other retirees clubs are interested in starting a similar program, we would be glad to provide advice.

Susan Flashman, P.S.

Proud Work History & Contributions to Progress

RETIREES CLUB OF L.U. 35, HARTFORD, CT — As spring arrives, fond memories of all the jobs we worked on and all the brothers and sisters we've worked with come to mind.

Over the years, we've built insurance company buildings: AETNA, Connecticut General, CIGNA, The Hartford, Phoenix, Hartford Steam Boiler and Travelers. We worked on manufacturing company buildings such as Pratt & Whitney and Hamilton Standard. We built banks: CBT, Hartford National, Shawmut and Bank of America. We've built entertainment centers such as The Hartford Civic Center and the Hartford Convention Center. We've built hotels such as the Marriot, the Sheraton and the Holiday Inn. We worked on G. Fox, Sage Allen, Filene's, the Buckland Mall and the West Farms Mall. We worked on hospitals such as Hartford Hospital and St. Francis Hospital. We worked on the Hartford Trash to Energy and Lisbon Trash to Energy plants. We've built casinos: Foxwoods and Mohegan Sun. We worked on UCONN Health Center back in the 1970s, and Local 35 members are currently renovating and expanding the Health Center now. These are just some of the jobs over the years.

Take a few minutes to think back on all the people you've worked with, the good times we shared, and know that you contributed to the future of these companies and Hartford's progress. Be proud.

Kenneth R. White, P.S.

Summer Break & Golf Tournament Benefit

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX — Currently the club is taking a summer break for June, July and August. The Retirees Club will resume meetings on Sept. 8, 2016, at 12 noon. Meetings are held at the Plumbers and Pipefitters Training Bldg., 3630 Belgium Lane. The club would like to invite anyone who is a retired member of Local 60 to come and join them — it is a great time to get together with some old friends to share old stories recalled.

At press time, the 4th Annual Benefit Golf Tournament was scheduled for May 7 this year. Since the club is self-supporting, the funds raised will finance the club's meals and activities for the year. As this article went to press, we were looking forward to the event. With all the support and donations to date, it promises to be another huge success.

We thank our awesome group of officers for all the years they have guided our club. Club Pres. Gene Chamberlain, Vice Pres. Tommy Huckelba and Treas. Bobby Wolff have decided to retire (again). The club will resume its meetings in Sept. under new leadership.

In this election year, remember the importance of voting for elected officials who support our issues and those of workers and their families. Visit us online at www.lu60retiredmembersclub.com.

Sandy Rogers, P.S.

Service Awards Presented At Annual Retirees Luncheon

RETIREES CLUB OF L.U. 110, ST. PAUL, MN — We had our annual IBEW Local 110 Retirees Luncheon on Oct. 1 last year.

IBEW Service Pins were awarded as follows: for 65 years of service - Douglas Ackley and Robert Deeg;



At the annual Local 110 Retirees Luncheon in October 2015.

for 60 years - Daniel Bloomer, Leonard Hill, Kenneth Swanson and David Youngren; for 55 years - Bruce Campbell, John Heintz, James Jungbauer, Gordy Neilsen, Paul Schmidt, Anthony Vilgos and Filby Williamson; and for 50 years - Donald Barrett, Jerold Bretoi, James Dueber, Michael Feesl, Harry Haselelius, Lyle Henderson, Dennis Joriman, Roger Lawrence, Dean McEnery, Gunner Petterson, James Schauer, Bob Stennes, Joseph Thill and Jon Walsh. Congratulations to all award recipients.

There were 415 retirees and guests in attendance at the Prom Center for a great lunch and awards. A special thanks to April Lyons for all her hard work organizing this great event.

Pete Koegel, R.S.

Retirees Enjoy Hockey Classic Honor Flight Chicago Benefit

RETIREES CLUB OF L.U. 134, CHICAGO, IL — Thank you to our members for voting in the March primary election. It is important that all of our IBEW voices be heard.

The Retirees Club was invited to attend the Fifth Annual Law Enforcement Hockey Classic, presented by Honor Flight Chicago. The game took place Feb. 27 and featured the Chicago Police Department team vs. the Chicago Field FBI team. The fundraiser for Honor Flight Chicago honors American war veterans, including the senior vets from World War II and the Korean War. Honor Flight is a nonprofit organization created to honor America's veterans for their sacrifices by transporting veterans to Washington, D.C., to visit their respective

memorials. To add to the fun of an exciting hockey game were a raffle and a silent auction. Also, Chicago Blackhawks Stanley Cup champion Jamal Mayers was at the game to honor our oldest Chicago veterans and sign autographs. The exciting hockey game ended with the Chicago PD beating the FBI, 8-2.

On March 9, we had a delicious luncheon meeting and the biennial election of our club officers and Executive Board members. Local 134 Bus. Agent Mike Leyden swore in our newly elected club officers. James Fliris moves up to the position of president; Kevin Gibbons moves up to vice president; Donald Mahoney remains recording secretary; Bernard Martin remains treasurer; and our former president Mario Coletta moves to the Executive Board.

Have a fun and safe summer.

Sue Kleczka, P.S.

Retirees Donate to Food Bank; Fun-Filled Luncheon Meetings

RETIREES CLUB OF L.U. 177, JACKSONVILLE, FL — The Local 177 Retirees Club meets on the third Friday of each month for a business meeting and great covered-dish luncheon, along with a fun-filled Bingo game after all the dishes are washed and put away.

For a recent meeting, we invited Sara Hall from "Feeding Northeast Florida" foodbank to come and speak with us on local issues of hunger and the foodbank's tireless efforts to end hunger. Our Retirees Club presented the food bank with a check for \$250, which represents 1,750 meals.

Linda D. McDonald, P.S.



Local 177 Retirees Club Pres. Bob McDonald (left) and Vice Pres. Phil Brown present donation to Feeding Northeast Florida representative Sara Hall.



Local 134 Bus. Agent Mike Layden (far left) swears in Retirees Club officers: facing camera, from left, E-Board member Walter Felde, Pres. James Fliris, Vice Pres. Kevin Gibbons, Treas. Bernard Martin and E-Board member Mario Coletta. Not pictured: Rec. Sec. Donald Mahoney and E-Board members James Jennings and Thomas Bohn.

'R.I.P., Brothers'

RETIREES CLUB OF L.U. 212, CINCINNATI, OH — We extend deepest sympathy to the families of recently departed Local 212 members: Earl Stalf, who had 69 years of IBEW service; Wayne Neal, 63 years' service; Richard Gilb, 55 years; Milton Bender, 53 years; Lawrence Dempsey, 45 years; Thomas Rosenacker, 45 years; Robert Roberto, 44 years; Leroy Steagell, 42 years; Lawrence McKinney, 42 years; Joseph Burns, 40 years; Stephan Tisa, 36 years; Charles Smith Sr., 15 years; Mark Volk, 15 years; and Robert Smith Jr., three years' service.

This talented "crew of sparkies" will surely be missed. May they rest in God's eternal peace. On a personal note, Bro. Earl Stalf, even into his 90s, was gifted with a clear, beautiful tenor voice. He now sings with the heavenly choir.

At the April meeting, nominations of officers for the upcoming term were accepted; at the time of this writing, the election of officers was scheduled for the May meeting. Also at the April meeting: Bro. Kurt Kube reported on our Healthcare Plan, and Bro. Eddie Bender was honored as a 20-Year Club Life Member.

Welcome to new members: Mark Wanninger, Mike Denny, Eddie Paff, Charles Noland and Thomas Cooper.

On July 6, the Retirees Club Summer Picnic will be held at Fernbank Park, starting at 11 a.m. Always a good time!

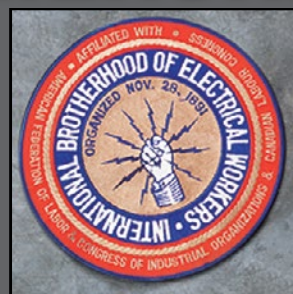
On Aug. 13, the Local 212 Annual Summer Picnic will be held at Stricker's Grove in Ross, Ohio.

Bob Schaefer, P.S.



Local 139 Retirees Club members at holiday party: Mike Prior, Bruce Creighton, Debby Creighton, Judy Beecher, Tom Beecher, Diane Hess, John Milunch and Bob Darmstadt.

IBEW MERCHANDISE



Black Right Choice T-Shirt \$10.00

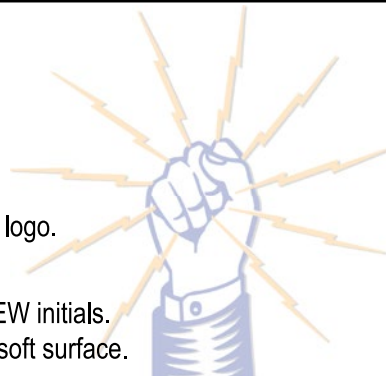
100% cotton pre-shrunk t-shirt with full color back & left chest silk screened logo art.

Cloth Logo Patch \$9.50

7 3/4" embroidered IBEW cloth patch - 100% nylon twill with red, blue, white and gold logo.

Motorcycle Kickstand Pad \$3.00

Black motorcycle kick stand pad with white IBEW initials. Made of ABS plastic and great for use on any soft surface.



These items and more are now available at your IBEW Online store.

www.ibewmerchandise.com

Retirees



Local 257 retiree volunteers assisted at the Skills USA Competition at Linn State Technical College on April 1. Front Row: Kenny Schulte (left), Emil Fischer, Ron Holzhouser, Larry Jones; back row, Herman Grothoff, Dan Schroeder, Roger Stokes, Jerry Rehagen, Bob Kauffman and Mike Fanning. Not pictured: Jim Breid, Bill Jurgensmeyer, Dan Linderbusch and Rick Stokes.

Skills USA Competition & IBEW Retiree Volunteers

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO — Our Retirees Club enjoyed the luncheon/meeting at the Knights of Columbus in Westphalia, MO, on March 29. There was a good turnout as a lot of our “snowbirds” were back. I think everyone is glad that winter is over so they can finally go outside and enjoy the beautiful spring weather.

Among Local 257 guests at our luncheon were: Bus. Mgr. Don Bruemmer, Organizer Mike Fanning, and Apprenticeship Training Dir. Rick Stokes. Bus. Mgr. Bruemmer gave the retirees a rundown on things going on in the local union and presented a 50-year service award to Richard Owens.

Bro. Stokes discussed plans for the April 1, 2016, Skills USA Competition at Linn State Technical College and thanked the retirees who volunteered to help with judging and grading at the event. This year marks the 13th year that our members have helped with the Skills USA Competition.

We look forward to our next club luncheon and we invite all retirees to come and join us. We meet the last Tuesday of each month.

Delores Melloway, P.S.



Local 530 Benefits Admin. Sherry Harpell (left), Retirees Club Pres. George Mathieson, and office assistant Sue Tracey.

Sarnia Happenings

RETIREES CLUB OF L.U. 530, SARNIA, ONTARIO, CANADA — In this article I wish to focus on two women who have been a great help to IBEW Local 530. They are Sherry Harpell, our local’s benefits administrator, and her office assistant Sue Tracey. Sherry began working for Local 530 on June 13, 1983, so in June of this year, she has been with us for 33 years. Sherry has a son who is an apprentice lineman with Toronto Local 353. Sue started working for Local 530 in December 1997, so come this December she has been helping us for 19 years. These two women not only take care of all our active membership, they take very good care of our retirees too! They have, through the years, helped us with a ready smile whenever asked. Our thanks to both of you, Sherry and Sue.

Two of our members have been quite ill — retir-

ee Paul Pettit and Jackie McLellan, wife of Jack McLellan. Both Paul and Jackie are now on the road to recovery and we wish them well.

Attendance at our monthly meetings has been a little lower, only because several members were wintering in Florida. For the rest of us, we had a mild winter and attended some fun events together.

Nancy Stinson Philbin, P.S.

Activities & Trips — ‘Come Join the Travel & Fun’

RETIREES CLUB OF L.U. 595, DUBLIN, CA — Greetings from California. Our 595 Retired Members Club is having a busy year, with much more to come as summer approaches. Our club president and the leadership provide us with tremendous monthly themed luncheons and a variety of trips.

In March we enjoyed some awesome views as we took the train through the Sierras up to Reno, NV, and were entertained by the stage show “Footloose.”

In April we had a full boat for our day cruise up the Sacramento River with a wonderful buffet lunch, and we finished the afternoon with an interesting tour of the Shriner’s Hospital in Sacramento. The club has many more trips available in upcoming months and we encourage everyone to sign up and come enjoy the fun. Club Treas. Linda Bratset announced that 28 of us have so far signed up for our 10-day cruise to Alaska in September.

At the time of this writing, Local 595 negotiations with our NECA contractors were in full swing. The work picture for our active members remains strong with lots of projects coming out of the ground. As we approach the November 2016 elections, our leadership is working hard on voter registration and lining up volunteers for the entire election effort. We must diligently work to elect strong leaders who support the values that we see as important, a strong



Some of the Local 595 Retirees Club travelers prepare to leave El Dorado Casino after “breaking the bank” on the club’s train trip to Reno, NV.

middle class and protections for the working people of our country. Most importantly, get out and vote!

Tom Mullarkey, P.S.

Retirees Participate in UNM Labor History Project

RETIREES CLUB OF L.U. 611, ALBUQUERQUE, NM — Sorry there was no article from our club in the March issue. Regrettably all my mail got lost in transit.

We retirees are involved in another project — this one with the University of New Mexico, for a Community Labor Organizing Project. We are working with a special UNM group and undergraduate team while participating with other union working and retired members in sharing our labor-related stories, in order to complete a report on the rich union labor history in New Mexico. This report will be on file at the university and other libraries; we hope it will later be published online and elsewhere. The project is still in the planning stage, so I’ll let you know more when it is completed.

We are also still participating in food distribution to needy families once a month. Thanks to all the volunteers for sharing their time in this worthwhile project.

To my surprise, I am still handing out our 100th anniversary booklets to members, especially retirees. Please order or get your free copy from the hall before they are all gone. You can pick up a copy at the union meetings and view the updated history book at the same time.

We extend condolences to the families of retired members who recently passed away: José D. Martinez, Gordon V. Hughes, Lowell G. Bartiett, Tom D. Ward, Charles E. Keeney, Vicente Montez, Jack E. Jones, Donald A. Guarienti, Oscar W. Hoselton and Thomas E. Martinez Sr. (Note: the first six brothers listed passed away in 2015.)

Tracy Hall, Pres.



Local 611 Pres. Ruben Romero (right) presents gavel to retiring Vice Pres. Richard Sandoval at union meeting.

Holiday Luncheon Meeting

RETIREES CLUB OF L.U. 702, WEST FRANKFORT, IL — The Retirees Club met Thursday, Dec. 3, 2015, at Bennie’s Italian Restaurant in Marion, IL. A motion was approved to skip reading of the minutes from the last meeting. The financial report from the previous meeting was read and approved.

Death announcements were read for the months of October, November and December, followed by a moment of silence.

Attendees enjoyed the noontime meal, and afterward the meeting resumed. Under “old business” 10 T-shirts will be gifted by the union hall for raffle prizes in 2016.

In “new business,” a motion was made, seconded and approved to purchase 200 license plate frames at a total cost of \$260 for retirees. In the raffle drawing, 90 tickets were sold; the first-place prize of \$45 was won by Darrell McClellan, and poinsettias were won by Tim Reed and John Skaggs. A deposit of \$45 will be made.

Everyone was reminded to go to Jim Campbell’s house to view the 2015 Dickens Christmas display and maps were provided. Attendees exchanged holiday greetings and the meeting was adjourned.

Mark Baker, P.S.

A Summer Break; Next Meeting in September

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL — Greetings to all. By the time you read this we will already be on our summer break. Congratulations to the winners of our Chili Cook-off: Lorraine Crane and JoAnn Gardner! As always, we thank our cooks, Greg Stone and Brian Porter, and all the folks who help make our meals so wonderful. We look forward to seeing everyone in September when club meetings resume! Have a healthy and safe summer!

With sadness we report that several members passed away since our last article. We send our condolences to the family and friends of late Bros. John F. Isitt, Robert L. Hawes, Wilfred “Buck” Buchanan and William A Faust III. We also extend condolences to the family of Bro. Greg Stone, whose daughter Stacy passed on; she was a strong and beautiful girl.

We invite any retired or unemployed brothers and sisters and their spouses who are in the area to come and join us. Our meetings are the second Thursday of each month, 11:30 a.m., at the Local 756 union hall, Port Orange, FL.

Diane Gibbs, P.S.

‘Join the Camaraderie’

RETIREES CLUB OF L.U. 995, BATON ROUGE, LA — We had our Christmas social at the local union hall on Dec. 12. The food was good as always and the music was furnished by our own in-house band for the dance. Those in attendance enjoyed the festive occasion. Attendance was down somewhat this year.

Since my last article we have lost several members who passed away: Clifton Bankston, Eric Altazan, Terry Noble, Curtis Loper, E.J. Moore and Ronnie Marchand. They will be missed.

We would like to see a great many of our retired IBEW members join the Retirees Club. This is an invitation to all who are interested. We meet the first Monday of every even month at 8:30 a.m.

W. Roland Goetzman Sr., P.S.

In Memoriam

Members for Whom PBF Death Claims were Approved in March 2016

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	Fochs, C. A.	12/2/15	35	Fritz, R. E.	1/10/16	125	Summers, D.	8/29/15	292	Slovak, F. S.	2/10/16	490	Cahill, B. J.	7/24/15	903	Overby, L. E.	1/10/16
1	Krummel, J.	12/23/15	35	Thorpe, C. H.	1/8/16	126	DeLuca, M. J.	1/1/16	295	Medlock, H. E.	12/23/14	494	Ehlers, G. R.	1/24/16	906	Keto, M. A.	1/17/16
1	Lee, B. F.	1/17/16	38	O'Brien, W. J.	2/17/16	126	Lee, M. E.	1/13/16	302	Cullum, W. E.	1/17/16	494	Grenda, D. M.	1/20/16	906	Lovato, L. J.	1/25/16
1	Mathews, R. C.	1/31/16	38	Shoda, C. F.	1/26/16	130	Fontaine, S. V.	2/9/16	302	Geoghegan, H. M.	1/9/16	495	Healey, E. R.	1/29/16	910	O'Brien, S. M.	12/28/15
1	Messmer, C. F.	8/10/15	41	Debruin, H.	1/11/16	130	Martinez, L. A.	1/12/16	302	Roberson, C. N.	1/30/16	498	Myers, H. M.	10/30/15	915	Dwyer, A. J.	2/5/16
1	Perkins, F. R.	7/9/15	41	McGuire, P. J.	11/14/15	130	Tortorich, J. C.	1/20/16	304	Heim, J. H.	4/13/15	502	McCue, R. J.	1/11/16	915	Fiene, D. A.	1/22/16
1	Rivera, M. T.	2/4/16	41	Preston, T. K.	2/10/16	134	Boardman, J. B.	12/28/15	304	LaRue, P. D.	9/5/15	518	Van Haren, R.	1/15/16	915	Heale, M. L.	1/12/16
1	Rothwell, J. C.	12/24/15	43	Woodruff, R. A.	1/1/16	134	Brill, W. J.	1/7/16	305	Firestine, A. S.	10/27/15	520	Hinkle, S. J.	8/14/14	915	Somers, W. R.	1/17/16
1	Wesling, F. W.	1/20/16	44	Bennetts, C. C.	1/13/16	134	Courtney, J. P.	2/7/16	305	Koch, S. B.	2/12/16	527	Martin, C. P.	1/4/16	934	Graham, E. L.	1/24/16
2	Niederhelm, M. J.	1/19/16	46	Legler, D. H.	1/28/16	134	Palumbo, J. S.	8/13/15	309	Martin, R. W.	9/30/15	551	Stevens, L. E.	12/14/15	949	Callahan, P. J.	1/15/16
3	Belson, B. H.	12/23/15	46	Tuft, A. K.	1/25/16	134	Preuss, J. E.	11/17/15	317	Hileman, E.	1/22/16	551	Stroud, D. G.	1/28/16	952	Swift, C. E.	2/7/16
3	Bohannon, E.	12/26/15	46	Wheaton, S. D.	1/16/16	134	Scheckel, F. E.	6/12/15	322	Dermer, R. C.	10/24/15	557	Sherrick, D. W.	2/11/16	969	Baugh, C. J.	1/12/16
3	Casale, R. H.	1/15/16	46	Winther, B. C.	1/16/16	134	Turner, D. H.	2/1/16	322	Wise, A. H.	11/14/15	558	Jones, E. O.	2/3/16	995	Edwards, L. W.	1/11/16
3	Cerna, A. M.	1/6/16	48	Block, F. J.	1/6/16	136	Butler, J. F.	1/19/16	325	Davis, J. P.	1/26/16	558	Yarbrough, K. L.	1/8/16	995	Hargis, J. D.	1/27/16
3	Cooper, W. J.	1/12/16	48	Foster, S. A.	1/31/16	141	Mayeres, R. C.	2/3/16	332	Brummett, M. L.	10/26/15	569	Miller, M. R.	10/13/15	1003	Bouliane, M.	11/14/15
3	Corbo, A. D.	2/8/16	51	Miller, E. H.	12/26/15	150	Ekdahl, R. C.	10/16/15	332	Marasco, R. B.	12/12/15	569	Probst, E.	8/27/15	1003	Haddow, G. E.	8/29/15
3	Cusack, P. O.	1/2/16	53	Hickman, J. O.	4/1/15	153	Miller, G. A.	1/20/16	332	Mowrey, R. L.	10/14/14	569	Wormser, E.	11/17/15	1141	Calhoun, D. L.	2/27/15
3	Engel, B.	1/23/16	53	Lutz, G. E.	1/3/16	153	Lutz, G. E.	2/3/16	340	Bailey, T. L.	11/15/15	570	Pelto, C. J.	2/8/16	1141	Hamil, T. L.	1/28/16
3	Fitzpatrick, E.	12/6/15	53	Nichols, J. W.	11/18/15	158	Monfort, T. L.	12/25/15	340	Flint, L. H.	5/8/15	584	Barnett, K. K.	2/7/16	1141	Pool, P. E.	2/12/16
3	Genesi, V.	1/9/16	55	Thompson, M. G.	1/26/16	159	Becker, R.	1/12/16	340	Gayman, M. G.	2/1/16	595	Davis, J. A.	1/6/16	1205	Bucher, P. R.	12/10/15
3	Giordano, A. R.	2/2/16	57	Dumas, K. C.	1/18/16	159	Schroeder, L. W.	3/1/15	343	Rosa, B. R.	12/18/15	595	Mann, L. C.	1/20/15	1245	Foster, J. H.	2/11/16
3	Haran, J.	10/18/15	58	Burrows, G. T.	1/14/16	160	Crandall, D. E.	2/11/16	349	Gonzalez, R. A.	1/17/16	595	Querantes, D. L.	12/31/15	1245	Medinas, M. E.	10/21/15
3	Hill, R. C.	1/8/16	58	Fritchie, R. A.	2/12/16	164	Rademacher, G. A.	12/6/15	349	Guffey, W. H.	9/8/15	607	Catherman, T. R.	1/5/16	1245	Timperley, H. E.	7/1/15
3	LaBarbera, T. J.	1/15/16	58	Livingston, L. F.	2/19/16	175	Cloire, R. E.	1/28/16	349	Wyce, R. J.	8/23/15	607	McHenry, W. L.	12/31/15	1245	Webb, H.	11/19/15
3	Martinez, J.	1/16/16	58	Lowe, J. C.	2/11/16	175	Cooley, J. L.	1/31/16	351	Minotty, J. E.	1/25/16	611	Guarienti, D. A.	1/27/16	1250	Johnson, J. R.	2/1/16
3	Marvelli, A. P.	1/13/16	58	Sankuer, P.	1/12/16	175	Evans, J. W.	1/28/16	353	Bortoluzzi, A.	2/19/16	611	Johnson, I. J.	9/30/15	1253	Wheeler, D. N.	1/20/16
3	McDonald, H.	2/3/16	58	Sauger, L. M.	2/12/16	175	Jenkins, H. K.	1/16/16	353	Daines, H. E.	1/22/16	611	Jones, J. E.	1/2/16	1289	Pace, H. E.	2/13/16
3	Migliozzi, A.	11/2/15	58	Schroeder, V. C.	1/28/16	175	Jenkins, J. T.	2/18/16	353	Dziak, A.	12/31/15	613	Benefield, J. D.	1/16/16	1377	Hayes, W. J.	10/20/14
3	Monroe, P. W.	6/4/15	58	Scott, E. K.	1/6/16	175	Keylon, M. W.	2/20/16	353	Karambatsos, G.	1/20/16	613	Oglesby, W. A.	1/3/16	1393	Knight, G. L.	1/18/16
3	Setterstrom, S. B.	12/20/15	58	Singer, R. B.	9/21/15	175	Nicholson, J. M.	1/17/16	353	Kearney, M. M.	2/11/16	613	Stephens, K. L.	1/30/16	1426	Roble, J. L.	12/16/15
3	Starkey, C. F.	1/20/16	58	Tabeling, J. T.	2/13/16	175	Reed, T. L.	12/21/15	353	Leblanc, T. A.	2/28/16	617	Fristrup, C. B.	2/2/16	1426	Sherouse, M. W.	12/8/15
3	Turnof, G. R.	2/5/16	60	Garza, O. F.	11/19/15	177	Blount, J. T.	12/28/15	353	MacDonald, H. K.	1/17/16	617	Kaiser, P. E.	12/6/15	1523	Mavers, E. J.	2/1/16
5	Bauer, J. L.	1/21/16	60	Gaylor, R. E.	2/14/16	177	Dunn, F.	1/30/16	353	Myers, J. G.	2/3/16	617	Vasco, L. J.	11/11/15	1547	Knuppenburg, L. J.	12/9/15
5	Mitchell, E. L.	11/21/15	66	Bosley, S. L.	5/5/14	177	Hysler, D. F.	2/5/16	353	Sartor, M. J.	1/28/16	640	Coughlin, W. N.	1/10/16	1573	Nitko, E. J.	12/15/15
6	McBride, J. R.	1/24/16	68	Jagger, L. M.	1/12/16	177	Lockwood, J. M.	2/7/16	353	Twitchin, F. G.	2/27/16	640	Wilson, K. W.	1/14/16	1579	King, J. L.	11/30/15
7	Lahart, W. T.	1/15/16	68	Rightsell, E. H.	12/29/15	180	Montoya, S. C.	12/1/15	354	Hendry, G. H.	12/21/15	648	Setser, R. V.	1/25/16	1687	Karg, P.	12/8/15
8	Eischen, D. A.	1/29/16	72	Loftis, A. M.	1/15/16	191	Elke, M. E.	1/25/16	354	Kidman, D. B.	2/1/16	654	Austin, R. L.	12/22/15	1759	Ross, J. C.	11/20/15
8	Hoyda, R. W.	11/19/15	76	Alsos, A. L.	1/20/16	191	Kirby, W. W.	11/2/15	357	Jones, R. H.	10/10/15	654	Simmons, W. R.	1/30/16	1852	Cormier, J. L.	1/31/16
8	McKenzie, T. E.	1/13/16	76	Kleppe, C. J.	1/15/16	191	Lyon, J. E.	1/26/16	357	Maxwell, C. R.	12/13/15	654	Smith, G. W.	2/16/16	1924	Mock, J. W.	12/22/15
8	Mowka, E. L.	8/14/15	77	Anderson, S. M.	1/18/16	191	Pennell, E. G.	1/11/16	357	McGee, D. C.	1/21/16	659	Jackson, E. S.	1/2/16	2085	Brown, R. H.	12/12/15
8	Schutte, M. L.	1/20/16	77	Krisher, K. M.	1/17/16	193	DeCroix, C. J.	12/18/15	363	DiFrancesca, A.	11/15/15	663	Stanford, L.	1/24/16	2286	Villar, C. J.	12/14/15
8	Smith, L. J.	11/25/15	77	Long, R. D.	11/29/15	193	McKennedy, D. P.	11/1/15	364	Banish, S. E.	12/23/15	665	Babcock, M. C.	1/20/16	I.O. (5)	Hanlon, T. P.	12/8/15
9	Frederickson, G. J.	2/4/16	77	Shook, L. S.	1/11/16	194	Creswell, F. L.	1/23/16	369	Bramlage, R. P.	12/19/15	665	Wilson, G. E.	2/5/16	I.O. (134)	Stasica, J. R.	1/14/16
9	Koza, P. E.	12/15/15	77	Turner, G. E.	1/1/16	194	Dixon, W. C.	1/7/16	369	Gooch, M. W.	1/18/16	666	Collins, K. P.	1/21/16	I.O. (134)	Wognum, P. I.	1/12/16
9	Mahoney, J. T.	2/4/16	82	Masten, R. G.	1/22/16	194	Robertson, W. H.	2/12/16	369	Lenston, V. L.	1/18/16	668	Harrington, T. C.	1/8/16	I.O. (1393)	Scherb, J. F.	5/7/14
9	Meo, J. J.	2/14/16	82	Travis, T. N.	11/28/15	196	Fitzgerald, T. W.	2/7/16	369	McGaha, G. D.	1/16/16	673	Smith, W. D.	12/4/15	I.O. (1959)	Callies, R. L.	8/21/15
11	Ackerman, R. C.	1/10/16	86	Gramlich, R. J.	1/29/16	204	Vesperman, P. J.	11/30/15	369	Settles, B. H.	12/21/15	676	Murphy, M.	9/15/15	Pens. (323)	Pittman, C. L.	1/7/16
11	Baker, S. S.	1/19/16	97	Blanchard, C.	1/5/10	206	Viche, R. K.	1/17/16	401	Botto, J. B.	12/8/15	683	Fitzwater, J. W.	2/5/16	Pens. (629)	Leblanc, A. E.	11/8/15
11	Nady, S. G.	2/14/16	98	Klingman, W. E.	9/23/15	212	Neal, W. L.	1/21/16	401	Lane, J. A.	12/5/15	683	Golden, R. L.	2/10/16	Pens. (686)	Shultz, R.	10/9/15
11	Ogle, W. A.	1/16/16	98	Krepps, D. R.	2/13/16	212	Steagall, L.	1/8/16	402	Perrier, M. A.	1/11/16	683	Howell, D. E.	2/2/16	Pens. (I.O.)	Bass, W. R.	1/7/16
11	Sepulveda, J.	2/2/16	98	Middleton, H. J.	2/1/16	213	Killen, G. A.	12/1/15	405	Butler, W. B.	1/17/16	683	Mathias, S. W.	2/12/16	Pens. (I.O.)	Bergstedt, T. J.	2/18/16
11	Wilkins, N. B.	8/4/13	98	Thompson, H. J.	2/2/16	213	Lee, G. D.	12/31/15	413	Ogle, J. L.	2/8/16	688	Shultz, D. E.	1/16/16	Pens. (I.O.)	Biarnesen, R. E.	2/28/16
17	McGregor, R.	1/1/16	99	Sneed, T. D.	2/24/14	229	Leiphart, R. M.	2/3/16	424	Forbister, J. R.	1/15/16	688	Stage, D.	10/10/15	Pens. (I.O.)	Blackledge, E. R.	8/26/15
17	Shwary, R. M.	11/7/15	102	Bohicchio, L.	6/22/14	230	Arscott, M. J.	12/22/15	426	DeVries, W. J.	1/11/16	697	Lanter, J. D.	10/29/15	Pens. (I.O.)	Blaine, J. E.	1/21/16
18	Foxman, I.	1/13/16	102	Filippo, R. P.	12/19/15	230	Clarke, T.	12/18/15	426	Necht, E. H.	5/25/14	700	Mitchell, L. A.	12/20/15	Pens. (I.O.)	Brady, G. L.	1/7/16
18	Wessel, G. G.	11/7/15	102	Marelli, V. A.	1/25/16	231	Russell, M. A.	12/15/15	426	Smith, R.	1/20/16	701	Reading, R. W.	8/1/14	Pens. (I.O.)	Chovanec, R. S.	1/23/16
20	Attaway, R. A.	2/23/16	103	Cestrono, M. J.	1/1/16	233	Zenahlik, J.	2/1/16	429	Elliott, R. A.	12/23/15	702	Campbell, C. W.	2/10/16	Pens. (I.O.)	Colburn, G. V.	1/29/16
20	Mikula, A. P.	12/7/15	103	Curley, J. R.	6/30/14	234	Burditt, C.	12/31/15	429	Gammons, B. D.	2/16/16	702	Groves, W. C.	1/17/16	Pens. (I.O.)	Friddle, D. F.	12/30/15
20	Steele, R.	1/30/16	103	Daniel, T. C.	4/15/14	236	Bernard, W. H.	12/24/14	430	Wade, C. G.	1/15/16	712	Zorn, W.	2/12/16	Pens. (I.O.)	Hedges, E. T.	11/21/15
22	Ekman, C. L.	1/18/16	103	Leonard, L. D.	7/14/15	236	Lattus, J. R.	1/26/16	436	Flournoy, J. L.	1/10/16	716	Baldau, F.	1/30/16	Pens. (I.O.)	Johnson, C. H.	12/12/15
22	Marts, G. H.	2/21/16	105	Gabel, R. B.	12/30/15	237	Brown, C. D.	4/7/14	441	Anderson, J. S.	1/5/16	716	Minatrea, J. M.	2/2/16	Pens. (I.O.)	Larosee, A. J.	12/27/15
24	Bodner, M.	1/25/16	105	Harper, W.	8/19/14	242	Howe, J. B.	1/25/16	441	Morris, B. K.	1/1/16	721	Jaynes, J. D.	1/17/16	Pens. (I.O.)	Larson, J. D.	1/30/16
24	Nicholson, B. E.	12/6/13	105	Wilde, L. E.	1/17/16	242	Kolodzeske, D. D.	1/26/16	441	Wallis, R. M.	10/22/15	725	Withrow, A.	1/28/16	Pens. (I.O.)	Lobe, H. W.	2/6/16
24	Nicholson, G. D.	11/30/15	110	Cannon, J. P.	1/26/16	246	Myers, D. R.	1/18/16	444	McNamara, C. E.	1/28/16	728	Gross, R. A.	1/28/16	Pens. (I.O.)	Ludovissy, L. F.	12/9/15
24	Pointer, C. G																



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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Growing Our Brotherhood

**Lonnie R. Stephenson**
International President

It has been our great privilege over the last several months to welcome nearly 2,400 new hard-working women and men at DirecTV to the IBEW.

Thanks to the dedicated work of volunteer organizing committees from Hawaii to Pennsylvania and a dozen places in between, we've been able to grow this union, giving a voice to these thousands who've had no say in their workplaces for too long.

Whether it was service technicians in Colorado and Arizona or customer service representatives in Montana, it took guts for every one of these groups to stand up and join together, and we're proud to stand with them as they seek their first contract with the company.

Victories like the one at DirecTV don't come easy. They take a lot of hard work from staff organizers and employee leaders, but growing this union is vital to our survival. So is preserving good middle-class jobs for the next generation that will one day take our places.

As you well know, organizing is the lifeblood of this Brotherhood, whether it's recruiting apprentices, expanding use of the construction electrician/construction wireman program or identifying new opportunities in professional and industrial workplaces. It also means strengthening our local unions whenever possible with internal organizing campaigns and membership outreach.

In February, when IBEW brothers and sisters at the Faurecia exhaust systems plant in Indiana needed a lift, they hit the streets, knocking on the doors of hundreds of their co-workers and boosting Bloomington, Ind., Local 1424's membership in that facility by more than 100 people.

That's the kind of initiative we need to be taking all across the IBEW. The stronger we are as a Brotherhood, the louder our voices are when we speak together and demand fair treatment, fair wages and a decent shot at the middle class.

So ask yourselves, am I doing everything I can to organize every worker in my jurisdiction, to offer others the peace of mind and security that comes with my union contract? It takes a 100 percent commitment from every IBEW member, leader and activist to keep our Brotherhood growing and thriving, and I'm asking you to join me in committing yourselves and your locals to organizing in your communities.

Strengthening this great Brotherhood for our children and their children is exactly the kind of legacy we want to leave. ■

A First Step on Energy Policy

On April 20, the Senate passed a bipartisan energy policy bill 84-12. The House passed a very different energy bill in December.

The Energy Policy Modernization Act of 2016 is not a perfect bill, but it is a good start (more detail about the bill can be found on page 7).

First, it ends almost nine years of inaction that saw every energy reform bill stall and die. The production, transmission and use of energy have changed more in the last decade than in the previous century and our laws have fallen far out of step.

Worse, crucial decisions about the future of our economy, the power grid and our environment have been left to regulatory agencies with important, but narrow, interests.

Balancing the need for good jobs, reliable energy and a clean environment can only be done by elected officials. Under our cobbled together national energy policy these interests often compete, so an advance in one leads to a loss in the others. It does not need to be that way.

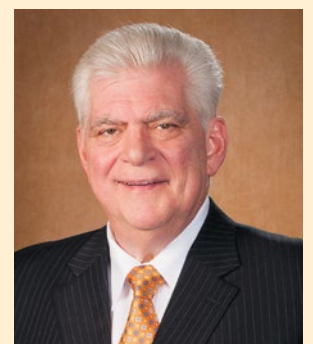
For example, the legislation streamlines permitting for liquefied natural gas exports, interstate transmission lines, pipelines, and hydroelectric projects that would begin to deliver some of the promise of green energy production and would mean thousands of good, union jobs.

The bill also recognizes that organized labor is a necessary partner in developing energy policy. It gives apprenticeship training programs the same status as community colleges when applying for federal grant money, crucial in an industry where the average worker is approaching retirement.

Sometimes what isn't in a law is as important as what is. Our Utility and Political and Legislative Affairs departments worked diligently to remove some of the worst parts of the original bill. The initial proposal would have gutted Davis-Bacon protections in new federally supported construction. Sections that would have made it harder to site high-voltage transmission lines are also gone.

We still need comprehensive energy reform that will ensure green jobs are good jobs and the 21st century power grid is built on reliable and clean technology.

Until we get that bill, however, Congress should make this the beginning, and President Obama should sign it. ■

**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:

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“LETTERS TO THE EDITOR”

Workers' Rights, Then and Now

My family and I moved to Everett, Washington, in 1996 and in my historical wanderings I came across the story of the 1916 Everett Massacre. This was where members of the Industrial Workers of the World (IWW, or the Wobblies as they were known) were working for mill workers' rights. A group of union busters came up by boat from Seattle, confronted the Wobblies, and many union members died in a shootout.

I have been working for Providence Hospice of Snohomish County for 28 years. Slowly this relatively small but important health-care organization, caring for people who are dying (and their families) became affiliated with General Hospital of Everett. Eventually this hospital merged with the Providence Health Care system, along with the hospice program.

Over the past four years, many organizational restructures, reporting and leadership changes have occurred. To save costs and to standardize care, Providence centralized leadership in offices in Renton, separating leadership from service delivery. Our local voices have been losing volume, becoming whispers in the organizational offices.

Providence Hospice of Snohomish County is over 100 dedicated employees who care deeply about quality hospice. Nurse caseloads have become unacceptable numbers, scheduling has been constantly changing without input from the staff, resulting in a negative impact on the quality of hospice care.

Concerns about these issues were not being heard in Renton. Staff retention figures plummeted, burnout was the norm. Hospice staff gathered to talk with union representatives of Service Employees International Union Local 1199, but interest outgrew the space. Having recently attended an event at IBEW Local 191 in Everett, I asked my son about his union and its facilities.

And wow, Local 191 opened its doors to our employees to help us in our struggle for workplace justice.

I am 67 years old and I now finally know why unions are critical to a fair and quality workplace, and I now have much more appreciation of what happened at the foot of Hewitt Avenue in 1916.

When the scales are unbalanced and workers' voices are not heard, something has to be done. Hospice employee voices needed to be heard. We want our patients' families and our staff to be taken care of in the best possible way and IBEW Business Manager Joseph Lorenzo and the members of Local 191 helped us in our journey to this goal. On April 6, 207 health system workers voted overwhelmingly to be represented by SEIU. Thank you so much.

*Sherri Pride, mother of Local 191 member Dylan Pride
Everett, Wash.*

An Inspiring Read

Your story about Brother Hampson in the May issue, "IBEW Lineman Back on the High Line after Amputation", is an inspiration to all who read it. Brother Hampson shows what is possible with a strong heart and an unyielding spirit.

*Hale Landes, Local 134 member
Chicago*



From Facebook: Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

Cheers for Energy Action

Regarding the Senate's first bipartisan energy bill in a decade: About time! If the power grid goes down, the crying towels will be out for a long time! Without linemen and electricians and investments in newer technology, our country is in big trouble.

*Brad Purfeerst, Local 46 retiree
Seattle*

Helping Members Breathe Easier

On the IBEW's push for the new OSHA rule regulating silica dust: Thank you for your effort to get this regulation improved! I have quit jobs in the past because of little or no regard by employers regarding exposure to these types of hazards. Another example of how unions improve the lot of all working people.

*Bill Campbell, Local 113 retiree
Colorado Springs, Colo.*

WHO WE ARE

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Tennessee Local Braves 'Snowzilla,' Earns Praise from U.S. Army Corps of Engineers



Chattanooga Local 2080 members show up for their shift – even during a historic snowstorm. It earned them the praise of the U.S. Army Corps of Engineers. Photo credit: U.S. Army Corps of Engineers Nashville District via Flickr.

Spring is in the air now, but it wasn't that long ago that "Snowzilla" dumped double-digit levels of snow across the eastern United States. For many, the January snowstorm meant a snow day with warm drinks and snowball fights.

Not so for employees of the Nashville, Tenn., District of the U.S. Army Corps of Engineers. For this crew, members of Chattanooga Local 2080, the snowstorm meant coming to work anyway, and for some, staying through the weekend.

"They stayed overnight, covered numerous consecutive shifts, covered folks who couldn't make it, stayed longer than required, or came in on a day off," Lt. Col. Stephen Murphy, U.S. Army Corps of Engineers Nashville District commander, told Clarksville Online, a local publication. "They kept our projects going through the storm. Leading folks like this is a privilege and an honor."

The District covers three states, Tennessee, Alabama and Kentucky, and two river systems, the Cumberland and Tennessee. Local 2080 members work on hydropower generation at the Cumberland River and on navigational locks for both rivers, said Business Manager Terry L. Hudgins, also a senior mechanic at the Cheatham power plant.

Despite sleeping at work to ensure

"This is just what we do. It's the nature of the job and we take it very seriously. We understand that we have to be here."

– Dirk Cundiff, senior shift operator and Local 2080 steward

they'd make their next shift, or working extra shifts to cover for those who couldn't make it in, District employees simply "did their normal duties," Hudgins said.

"Our projects don't get the luxury of 'closing' and our business must go on in spite of inclement weather," Nashville District Operations Chief Diane Parks told Clarksville Online.

Hudgins noted that some of the projects are in remote locations, making them especially difficult to access during inclement weather. Some areas barely have anything in terms of snow removal and some have steep grades of entry and exit, not to mention roads cut from rock bluffs resulting in vertical inclines.

Among the heroes were Local 2080 members Brad Wilkerson and Dirk Cundiff, both stewards.

Cundiff, a senior shift operator, left his house two hours early to make sure he arrived on time. Normally the commute is 30 minutes.

"I knew it was snowing and I knew I had to get there, so I just got up a little earlier," Cundiff said.

Leaving the plants unattended isn't an option. They're holding back lakes and it's an issue of public safety. For Cundiff, Wilkerson and the others, this is simply their work and getting praise for it seems strange, like getting an award for, well, showing up.

"I don't want to make it sound like we're tooting our own horn," Cundiff said. "This is just what we do. It's the nature of the job and we take it very seriously. We understand that we have to be here."

"The men and women who work here have dedication to their jobs, as well as each other, which gives me great pride in them and what we do for the public," Hudgins said.

This isn't even the first time that Local 2080 members have gotten such praise.

"Local 2080 was out there during the floods of 2013 too. This is how they are. It's emblematic of their work ethic, day in and day out," said IBEW Government Employees Department Director Dennis Phelps. "This is typical of our government employees everywhere across the country." ■

IBEW Member is First Woman Elected President of State Building Trades

The Florida Building and Construction Trades Council elected its first woman president — and she is an IBEW journeyman wireman.

Theresa L. King, recording secretary for Tampa, Fla., Local 915, was elected last September, making her the first woman president of not only the Florida Building and Construction Trades, but the first in the southeast. In her new role, King will promote the building trades throughout Florida and lobby at the capital in Tallahassee.

"I'm going to bring a fresh new perspective, but I also hope that my role can be an inspiration to women working in the trades," King told Fight for Florida, a coalition of organizations including labor groups. "Many women struggle to know if they can make a difference in their jobs and in their communities and I hope I can show them that they can."

King credits her husband, also an IBEW member, for encouraging her to get into the field in 2000.

"I was thinking about my career, and also about the future and my retirement, and he suggested the trades," King said. "He had seen other women go through the apprenticeship and knew I was good with tools and thought I'd do well. He was right."

King jumped into everything the union had to offer, from canvassing with her local COPE to serving as a steward and as Local 915's press secretary. "I wanted to be an intricate part of the success of the IBEW," she said.

Her enthusiasm and talent was noticed by others.

"I'm a very hard worker and always willing to do what is asked of me, so when they'd ask me to go to Tallahassee to lobby, I always said yes. Then, when there was a vacancy for president, they asked me to run," King said.

"She deserves it. She's worked hard," said Local 915 Business Manager Randall K. King, Theresa King's husband.

King says that to recruit more women into the trades, a broader discussion about apprenticeships and careers is necessary.

"We need to go in to the high schools. We need to let them know that with a union job in a trade, women get the same wages and retirement benefits as the men," King said. "We're still dealing with societal gender roles. Boys get toy trucks and girls get dolls. We need to break that chain. Women shouldn't think that they can't do something because it's not the norm."

King also noted the importance of mentorship and people assisting each other. "As a journeyman, if you see someone struggling, mentor them. Share your skills and teach them about the union. It's essential for the growth of the movement."

In addition to her husband, King says she had mentors along the way whom she credits with helping her get into leadership.

"A couple of local leaders really took me under their wing and helped me to

grow in the trades. Working hard and having those influential people in my life helped me get elected as recording secretary of my local," King said.

Passionate about the trades, King is eager to promote her brothers and sisters.

"The technical education you get as a union apprentice is second to none," she said. "And you're building a pension. You will always have good, safe working conditions. And you can take pride in your work. We're moving away from craftsmanship to production. The union supports craftsmanship."

King says she laid down her tools on a Thursday and was in Tallahassee the following Monday, eager to dive in. The legislative agenda has included a bill to restrict



Tampa, Fla., Local 915 member Theresa King, center, with International Secretary-Treasurer Salvatore J. Chilia, right, and Fifth District Vice President Joseph S. Davis.

ordinances that promote local hiring, which was killed in committee. She also wants to ensure that funds for apprenticeships go to established programs like

those in the building trades.

"We're building relationships wherever we can," King said.

And due to redistricting, every state

senator is up for re-election this cycle. "We have a lot of opportunities to make an impact," she said.

King will also sit on the Florida AFL-CIO COPE, where she will be involved in political endorsements.

"No one gets a free pass," she said. "We're going to do what's best for the building trades and hold people accountable."

King says her four-year term as president has started well. In some ways, it's an extension of what's she has always done, something that served her well as an apprentice too.

"I will always work hard and to the best of my ability. And I'm going to do all I can to grow the Florida building trades." ■

The Code We Live By:

New Jersey Local Embraces the Code of Excellence

Based on the simple principles of eight hours' work for eight hours' pay, professionalism and respect, the Code of Excellence was envisioned as a way to distinguish the quality of highly-trained IBEW electricians from their nonunion counterparts. Since being unveiled in 2007, it has spread from construction to nearly every branch of the union and has been attached to hundreds of high-profile projects across the U.S. and Canada.

"It was like a lightbulb coming on the first time I read about the code," said Jersey City, N.J., Local 164 retiree Ken Bieber. "I said to myself, 'Someone finally wrote down what we've been living by all these years.'"

These days, the former foreman, safety manager and inside wireman spends hours each week teaching others about the code, thanks to the support and encouragement of Local 164 Business Manager Dan Gumble and Training Director Rich Paredes.

"You won't find a more dedicated guy to the Code of Excellence than Ken," Gumble said. "And I hope you won't find a local union more committed to the code than this one."

The code's importance for Local 164 is obvious immediately: at the union hall, the training center and even on job sites. Copies of it are posted everywhere, on bulletin boards, in classrooms, break rooms and in members' toolboxes. Posters and hardhat stickers emblazoned with the local's unofficial motto, "The Code We Live By," are ever-present.

For Gumble, like most business managers, the Code of Excellence is a sales tool as much as it is an inspirational



Jersey City, N.J., Local 164 retiree Ken Bieber, left, with Business Manager Dan Gumble, President Tom Sullivan, and Training Director Rich Paredes.

message for his 2,900 members. "When I sit down with developers considering nonunion labor, that code is a serious selling point," he said. "We're selling professionalism, quality workmanship, training; with the code, it's all there."

For Bieber, as it is for many others, the code is deeply personal and a source of intense pride. In 2007, he began teaching a 40-hour foremanship course at Local 164's JATC. After reading an Electrical Worker cover story announcing the expansion of the code internationally from its origins in the Eighth District, Bieber was a man on a mission.

"Back then, I started incorporating the Code of Excellence into the heart of every class I taught," Bieber said. As an added twist, he started a signature sheet, asking each of his students to sign their names to the code. "That simple act of signing your name to something, it means so much. When you sign it, you own it."

The sign-on program is something Bieber has shared with other locals over four years, teaching a modified version of his foremanship course at the IBEW/

NECA-sponsored National Training Institute, where union members and contractors gather each year for educational and training opportunities. Recently invited back to teach the course for a fifth time in 2016, Bieber estimates he has provided sign-on materials to more than 100 different locals around the U.S. and Canada.

In 2014, with the help of Gumble, Paredes and Second District International Representative Mike D'Amico (who was then assigned to the Education Department), Bieber adapted his training into eight-hour and four-hour Code of Excellence courses certified by the International Office. In it, he teaches the basic principles of the code as laid out by the Education Department, but Bieber adds his own exercises, emphasizing trust and brotherhood, among other values. He is also insistent that his students take the code with them, posting copies at worksites and in toolboxes because he believes members should be constantly reminded of what they signed on to.

Between all of the local's apprentice

es and students of the foremanship and Code of Excellence classes, more than 600 members have now added their names to the sign-on sheets.

But Local 164's is hardly a unique story. "There are locals in every district who go above and beyond what the core curriculum requires," D'Amico said. "But Local 164 is definitely one of those locals who take it to the next level. Hopefully others will see this and be inspired."

For Education Department Director Amanda Pacheco, the lessons Local 164's example teaches are about leadership. "It's important to have passionate, dedicated instructors and champions for the Code of Excellence," she said, "but it's just as important to have strong leaders who encourage those people and give them the resources and the space to build these programs."

Bieber said everyone around him shares his passion and works to make the code a central part of everything Local 164 does. Gumble's support, he says, has been instrumental in growing the Code of Excellence program, along with that of Paredes, Local 164 President Thomas Sullivan, Vice President Warren Becker and countless others. He also praises the leadership of International President Lonnie R. Stephenson and President Emeritus Edwin D. Hill in raising the bar for professionalism.

"The Code of Excellence has really changed the way we do everything around here," Gumble said. "From apprenticeships and training to how we approach the business side of things, for our local, 'The Code We Live By' isn't just words on paper. It's the way we try to approach every aspect of our work." ■