

# THE ELECTRICAL WORKER

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## First New U.S. Nuclear Reactor in 20 Years Online at TVA

*More than 43 years in the making, Watts Bar's Unit 2 opened commercially in October in Tennessee. Still, the future of nuclear power is uncertain.*

Photo courtesy Tennessee Valley Authority.

Last fall, unit 2 at the Tennessee Valley Authority's Watts Bar Nuclear Plant became the United States' first new reactor to reach commercial operation in two decades.

The achievement was the final step in a construction project that has spanned more than 43 years and employed thousands of IBEW members along the way.

"This second reactor at Watts Bar has been a long time coming," said Tenth District Vice President Brent E. Hall, "but we're proud to have been a key part of its construction, and now, its operations. Nuclear is still the only reliable source of emis-

## A NEW LIFE FOR NUCLEAR?

sions-free baseload power, so it's exciting to see a new reactor come online even as others around the country are shutting down."

The journey at Watts Bar has indeed been a long one. In 1973, construction began on two planned Westinghouse pressurized water reactors along the banks of the Tennessee River, located about halfway between the cities of Knoxville and Chattanooga. The site joined the Watts Bar dam and the TVA's first coal plant, both completed in 1942, to create the nation's only power complex that generated electricity using hydro, coal and nuclear facilities.

In 1985, with both reactors well under construction, TVA pulled the plug on Unit 2, citing less-than-anticipated demand for power in the region. Unit 1 construction continued, and that reactor became

commercially operational in 1996. But in the 20 intervening years, the coal plant closed and the lure of Unit 2's potential 1,150-megawatt output became too strong to ignore.

In 2007, the building process started back up, but new regulations put in place after 2011's Fukushima disaster in Japan slowed progress, requiring new modifications and extra costs. In the end, Unit 2 was "substantially completed" in August 2015, having employed nearly 500 IBEW electricians during its construction, most of them from Chattanooga Local 175. It achieved commercial operation a little more than a year later, on Oct. 19.

"We're proud of the work we did on this second unit at Watts Bar," said Local 175 Business Manager Gary Watkins. "Over the years, Watts Bar has provided our local with a lot of work, and it's really rewarding for our members to see it finally powering this community."

Watts Bar's two units are expected to provide electricity to more than 1.3 million homes, joining five other TVA reactors to supply more than one-third of the

NUCLEAR REACTOR *continued on page 2*

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# First New U.S. Nuclear Reactor in 20 Years Online at TVA



Reactor operator and Rockwood, Tenn., Local 1323 unit steward Bill Hahn mans the control room during Watt's Bar Unit 2's first moments producing energy.

Photos courtesy of the Tennessee Valley Authority.

region's total generating capacity.

Since coming online, reactor operator Bill Hahn, who is also steward of the operations unit for Rockwood, Tenn., Local 1323, said the new unit has nearly doubled the size of his bargaining unit, bringing it to around 100 people. Even more employees have been added in the electrical maintenance and instrument mechanic classifications.

At present, four new nuclear reactors are under construction in the U.S., two in South Carolina and two more in Georgia. In Michigan and Texas, licenses have been granted for future construction, and the Nuclear Regulatory Commission is in the process of reviewing five

additional applications.

Even with that good news, however, the future of nuclear power is uncertain. Nearly a dozen nuclear plants have announced plans to shut down across the country in recent years, including the anticipated closure of California's Diablo Canyon plant in 2025, revealed in June. More could be on the way.

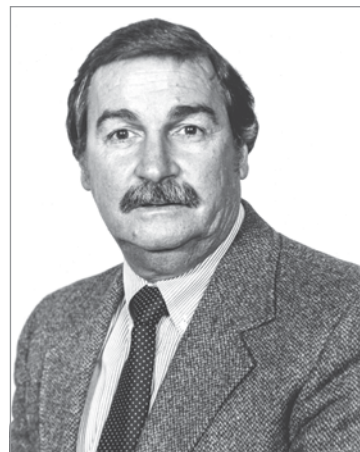
IBEW Utility Department Director Jim Hunter said the trend is troubling, particularly given how much wind and solar it takes to replace a single nuclear reactor. "The ability of nuclear to produce consistent, zero-emission baseload power isn't replicable with wind or solar," he said. "We need baseload nuclear and coal to

provide stability for the system to keep the lights on, and simply replacing large baseload units with renewables won't do the trick. It's important that elected officials get behind nuclear power in a way we haven't seen them do for many decades now."

Joe Grimes, TVA's executive vice president of generation and chief nuclear officer agreed. "Nuclear power remains the only source of carbon-free energy that is available 24 hours a day, seven days a week," he said. "TVA believes that Watts Bar Unit 2, and other nuclear units like it across the Valley and the nation, represents a vital investment in our clean energy future." ■

## TRANSITIONS

### DECEASED Fred Compton



The IBEW is saddened to announce the death of former Eleventh District International Representative Fred Compton on Nov. 17 in Joplin, Mo. He was 80.

Brother Compton was born in Joplin and served in the U.S. Navy from 1953-56. He entered Joplin Local 95's apprenticeship program at the recommendation of his father-in-law — who was a member — and was initiated in May 1957. He served as its business manager from 1972-1977.

Compton then moved to the Eleventh District office, where he was an international representative until his retirement in 1998.

"He helped me out a bunch and he helped others out so much," said Donald L. Bruemmer, business manager of Jefferson City, Mo., Local 257 since 1992. "I still use some of his tactics."

Bruemmer said one of Compton's strengths as an international representative was his ability to effectively communicate with workers from both urban and rural areas during organizing campaigns.

"He really was a people person," Bruemmer said. "He knew how to transfer that to different settings and different types of people. He was always pretty jolly."

Camie Woolever, Compton's daughter, said calling her dad a people person was an understatement.

"He never met a stranger and always had a smile on his face," she said. "If he walked up to you on the street, we had to pull

**"He really loved the union. Let's put it this way. We couldn't buy anything that wasn't made in America. It meant a whole lot to him."**

— Camie Woolever, Compton's daughter

him away a couple of hours later and say, 'Daddy, we've got to go.'" Local 95 Business Manager Chris Baker has known Compton since his childhood. Baker's father, also a Local 95 member, introduced him to Compton, then serving as business manager.

That relationship continued into adulthood. Compton continued to visit the local's offices on a regular basis, even in retirement, Baker said.

"It was great to have someone you could ask, 'What would you do here?' or 'Have you ever heard of this or seen this?'" he said. "He was always good to talk to."

Compton had a well-deserved reputation for being one of the better dressed IBEW representatives in the field, Bruemmer said.

"He was very particular about the way he looked, but he wasn't overdressed for dealing with people," Bruemmer said. "He could just fit in. He knew how to fit in with people."

Compton is survived by Norine, his wife of 62 years; daughters Woolever and Pam Clark; four grandchildren; nine great-grandchildren; and three great-great-grandchildren. He and Norine spent winters in Yuma, Ariz., following his retirement. Norine Compton said her husband was buried with his IBEW pin and a great-grandson now is going through Local 95's apprenticeship program.

"He really loved the union," Woolever said of her father. "Let's put it this way. We couldn't buy anything that wasn't made in America. It meant a whole lot to him."

On behalf of the entire IBEW membership and staff, the officers send our condolences to Brother Compton's family and friends. ■

## IBEW MERCHANDISE

[www.ibewmerchandise.com](http://www.ibewmerchandise.com)



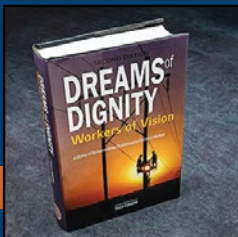
### Men's Silver Watch, Black Dial \$100.00

Men's silver stainless steel watch with silver IBEW initials, fist and lightning bolts on dial. Features ion plated stainless steel band with safety latch and water resistant housing.



### Convention T-Shirt \$12.00

100% cotton navy blue t-shirt with 39th Convention Logo on back and IBEW initials above pocket on front left chest.



### Dreams of Dignity, Workers of Vision \$12.00

A written history of the IBEW in hardback, 2nd edition.

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

### Correction

San Diego Local 465 Business Manager Nate Fairman was omitted from a list of participating panelists during the RENEW/NextGen Caucus before the 39th International Convention in St. Louis in September. The error appeared in the November/December edition of the Electrical Worker. ■



# CIRCUITS

## IBEW Wins Communications Awards

Writers and video producers from the IBEW Media Department won 18 International Labor Communications Association awards including the Steinbock Award, the single highest honor for journalistic excellence in the labor world.

Len Shindel won the Steinbock award for "La. Prison Program Offers Skills, Redemption" about the training program in the state's infamous Angola Prison.

"It is an honor being recognized by my brothers and sisters in the labor movement, and I share the honor with my IBEW colleagues who were so supportive of my writing over the years," Shindel said. "The success of the La. State Penitentiary re-entry program is a testament to the value of the partnership between the IBEW, its signatory employers and administrators of

the criminal justice system. Access to training and good jobs is a critical element in offering prisoners a second chance."

The ILCA Awards is North America's largest annual award competition for labor communicators and journalists. The IBEW made the best showing in this year's competition with four first place, seven second place, two third place, and three honorable mentions in addition to the Steinbock Award, all for work completed in 2015.

"These awards recognize something every member of the IBEW already knows, we have the best Media Department in the labor movement," said International President Lonnie R. Stephenson. "No one else is going to tell our story, so it is up to us to do it. The ILCA awards are one more way we know we're doing it well."

Shindel, now retired, also won a first prize award for his article about the rise of pre-fabricated construction technology.

The IBEW won awards for journalism, analysis, editorials, graphic design and the redesigned IBEW website as well as multimedia productions created by the IBEW's team of producers and editors who are members of Washington, D.C., Local 1200.

Honored projects included a first place award for best news video for "Building Hope in Haiti" about IBEW members rebuilding a trade school destroyed in the 2010 Port-au-Prince earthquake.

One surprising result came in the competition for best photograph. The second place winner was an entry in the annual IBEW photo contest taken by Vacaville, Calif., Local 1245 member Shawn Murphy.

"It is fulfilling to be recognized by our colleagues for the work that we do but the real honor is telling the stories of the members of the IBEW," said Media Department Director Mark Brueggjenjohann. ■

## Youth Key to Southern California Local's Success

In San Diego, a youth movement is underway at Local 465.

Driven by young members and led by 30-year-old lineman-turned-business manager Nate Fairman, the utility local is making an impact in its community through service and engagement with labor allies.

"This started a couple of years ago when we were really searching for a way to engage our membership," Fairman said. Fresh off a trip to the AFL-CIO's 2015 NextUp young workers' summit in Chicago and the IBEW's RENEW/NextGen conference, Fairman and his fellow young members decided to get active.



A RENEW member distributes materials in San Diego.

By May of 2015, they had done just that, gathering 39 young volunteers from the Local 465 community to pitch in at the San Diego Labor Council's annual food drive. "It was our first year participating in that event," Fairman said. "And not only did we show up, we sent more volunteers than any other local union."

Hanging on to their momentum was key, so the young members kept it up, partnering with volunteers from San Diego Local 569 the next month to rewire a local women's shelter with Habitat for Humanity. They installed security lighting, replaced a service panel and performed numerous other upgrades for the charity organization.

In December, the young members organized and ran the local's holiday party, a tradition Fairman says is key to making Local 465 feel more like a family to the nearly 3,000 members working at San Diego Gas & Electric, San Diego Transit, Imperial Irrigation District and elsewhere.

Next, Fairman has set his sights on revitalizing the local's mentorship programs, believing that engaging young members isn't just the responsibility of groups like RENEW. "What we do now in shaping the next generation of IBEW brothers and sisters is what will keep this union strong for generations to come." ■



# IBEW MEDIA WORLD

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

## www.ibew.org

Visit the IBEW website for great news and stories on our members — including the online version of the Electrical Worker. [www.IBEW.org](http://www.IBEW.org)

## YouTube

A 10-year effort finally convinced Upstate New York contractor Stilsing Electric that IBEW was the right choice for its business. See how they did it at [YouTube.com/TheElectricalWorker](http://YouTube.com/TheElectricalWorker)

## Vimeo

Internal organizing paid off big for



Bloomington, Ind., Local 1424 and its members working at exhaust systems manufacturer Faurecia. Watch their story at [Vimeo.com/IBEW](http://Vimeo.com/IBEW).

## HourPower

Check out the IBEW Hour Power Job Tips channel for new tools to make your life easier on the job site. Visit [IBEWHourPower.com](http://IBEWHourPower.com) and submit a job tip of your own.



## ElectricTV

Virginia's CyrusOne Data Center is helping to answer the demand for faster internet. Watch how Washington, D.C., Local 26 and Rosendin Electric teamed up to deliver this hyper-scaled project. [ElectricTV.net!](http://ElectricTV.net!)



## Awards Won by IBEW

### MAX STEINBOCK AWARD

"La. Prison Program Offers Skills, Redemption" by **Len Shindel**

### 1<sup>ST</sup> PLACE:

Electronic Media: Best News Video: National/International

Building Hope in Haiti Producer, Editor, and Photographer — **Colin Kelly**

### 1<sup>ST</sup> PLACE:

Writing: Best Analysis: National/International

"Technical Revolution Advances in Construction" by **Len Shindel**

### 1<sup>ST</sup> PLACE:

Writing: Saul Miller Awards: Collective Bargaining: National/International

"Texas Utility Workers Win Contract" by **Lucas Oswald**

### 1<sup>ST</sup> PLACE:

Visual Communications: Best Front Page/Cover:

Newspapers: National/International  
**The Electrical Worker**

### 2<sup>ND</sup> PLACE:

Writing: Saul Miller Awards: Organizing: National/International

"Membership Reaches All-Time High" by **Ben Temchine**

### 2<sup>ND</sup> PLACE:

Visual Communications: Best Informational Graphic: National/International

"Call to Serve: IBEW Members in Public Office" by **IBEW Media**

### 2<sup>ND</sup> PLACE:

Electronic Media: Best Issues/Advocacy Video: National/International

"IBEW Builds Net-Zero Energy Training Center" by Senior Producer & Editor, **Sean Bartel**; Photographer, **Erin Sutherland**

### 2<sup>ND</sup> PLACE:

Electronic Media: Best News Video: National/International

"IBEW Helps Rebuild Joplin, Missouri" by Senior Producer & Editor, **Sean Bartel**; Producer, Editor, and Photographer, **Colin Kelly**

### 2<sup>ND</sup> PLACE:

Writing: Best Electronic Content: National/International

IBEW Media Center by **IBEW Media**

### 2<sup>ND</sup> PLACE:

Electronic Media: Best Educational and Training Video: National/International

"IBEW Young Worker Conference (RENEW)" by Senior Producer, **Sean Bartel**; Photographer and Editor, **Erin Sutherland**

### 2<sup>ND</sup> PLACE:

Visual Communications: Best Photograph: National/International

"The Voters Pick Favorites in 17th IBEW Photo Contest" by IBEW member **Shawn Murphy**

### 3<sup>RD</sup> PLACE:

Electronic Media: Best Educational and Training Video: National/International

"IBEW and Florida Power and Light: United in Excellence" by Senior Producer & Editor, **Sean Bartel**; Photographer, **John Sellman**

### 3<sup>RD</sup> MENTION:

Writing: Saul Miller Awards: Organizing: National/International

"New Technology, Tactics Win Workers in LA" by **Len Shindel**

### 3<sup>RD</sup> MENTION:

Political Action/Organizing Campaign: Best Flier: National/International

Siemens by **IBEW Media**

### HONORABLE MENTION:

Electronic Media: Best Issues/Advocacy Video: National/International

"Cross-country Locals Team Up to Win Organizing" by Senior Producer & Editor, **Sean Bartel**; Photographer, **Erin Sutherland**

### HONORABLE MENTION:

Electronic Media: Best Educational and Training Video: National/International

"IBEW Tree Trimmer Boot Camp" Producer, Editor, and Photographer, **Colin Kelly**

### HONORABLE MENTION:

Writing: Best Editorial or Column: National/International

"Taking Out the Trash" by International President **Edwin D. Hill**





# LOCAL LINES

## 100<sup>th</sup> 'Big E Fair' — Eastern States Expo

L.U. 7 (i), SPRINGFIELD, MA — IBEW Local 7 members were responsible for wiring the 100th Big E Fair, also known as the Eastern States Exposition, held last year in West Springfield, MA. The Local 7 members who worked on the project are employees of Collins Electric Co., a 115-year-old Local 7 contractor that has wired all 100 Big E Fairs. Billed as “New England’s Great State Fair,” the 17-day autumn event is reportedly the fifth largest such fair in the country.

Pictured in the accompanying photo are Local 7 members who helped wire the event. They included, from left: Dennis Brouillard, Andrew Collins, Brian Rivers, Jake McGrath, Rob Walker, Dan McCarthy, Chris Behnk, Matt Jenkins, Tiger Bouley, Dave Macri, Bill Boone, Andy Judd, Colin Boone, Nick Lane, Steve Bukowski, Justin Lesko, Carlos Restre and Sean Cox. Thanks to all involved for a great job.

*Colin Boone, Exec. Board*



Local 7 members working with Collins Electric Co. wired The Big E Fair in West Springfield, MA. (Photo by Local 7 retiree Ron Hill.)

## 2016 Gains for Membership

L.U. 9 (catv,govt,lctt,o&u), CHICAGO, IL — Soon we will have a new president in the White House. What will this new political environment mean for us? We must work harder to educate our members on critical issues such as right to work, prevailing wage and Davis Bacon. Each of us must work harder to represent our organization and employers in a positive way. The IBEW has the best and brightest members in the electrical industry. It is paramount we continue to hold ourselves and each other to the highest standard of professionalism. We must always prove that union work is done safer, faster and on time the first time.

In 2016, we welcomed Bill Niesman as our new business manager and two new assistant business managers. Under Bill’s leadership the union trustees worked hand in hand with our employer trustees to reduce the full retirement age by two years. Local 9 members working construction for our signatory contractors can now retire at age 60. Also important was the success of implementing a “Bridge to Medicare” whereby members will have continued insurance coverage from age 60 - 65.

Local 9 organized over 360 new members last year. This along with approximately 2.4 million man-hours of construction work made for a great year in our local. In 2017, the local will renegotiate contracts with the Chicago Transit Authority, City of Chicago, Metropolitan Water Reclamation District of Greater Chicago, Chicago Park District, Asplundh Tree Expert Co., Lewis Tree Company and our outside agreement. We look forward to successfully negotiating fair and equitable contracts for our members.

Happy new year to you and your families.

*Mary Beth Kaczmarek, P.S.*

## IBEW Convention Delegates

L.U. 15 (u), DOWNERS GROVE, IL — The IBEW 39th International Convention was held Sept. 29-23 in St. Louis, MO. The theme for the convention was “Our Founding, Our Future” as the convention returned to the location of the founding of the IBEW to celebrate its 125th anniversary. The IBEW was founded in St. Louis by lineman Henry Miller and nine others in 1891.

In the 125 years since, the IBEW has grown to 725,000 members strong, representing electrical workers ranging from linemen to generating station workers, railroad workers to clerical employees, customer service representatives, telecommunication workers and others.

Approximately 1,940 delegates attended the convention. Delegates unanimously elected IBEW Int. Pres. Lonnie R. Stephenson, who is a member of Rock Island Local 145. Convention delegates also elected International Vice Presidents and the IBEW Executive Council. Convention delegates are elected by each local’s membership. The delegates also voted on over 50 resolutions on topics ranging from support of nuclear energy to the funding of political action.

Convention speakers included: IBEW Int. Pres. Lonnie R. Stephenson, AFL-CIO Pres. Richard Trumka, IBEW Pres. Emeritus Edwin D. Hill, AFL-CIO Sec.-Treas. Liz Schuler, then-Missouri governor Jay Nixon, Hawaii Gov. Neil Abercrombie and many others.

*Annette Kisala, P.S.*

## Election of Officers

L.U. 19 (u), AURORA, IL — The election of officers for the Local 19 was held in July. Brothers and sisters from all regions were present to welcome in the new and returning officers. Former business manager Robert Wyrwicki retired after serving for 11 years as business manager/

president/financial secretary. Local 19 welcomes newly elected Bus. Mgr./Pres./Fin. Sec. Christopher Harris.

Other Local 19 officers also elected for a three-year term are: Vice Pres. Terry Haggerty, Treas. Cindy Lawrence; and Executive Board members James Krugel (Central Region); Andy Nacke (Metro Region); Dan Ulbert (Northern Region); Walker Wells (Southern Region); and Natalia Guzman (Clerical). Delegates elected to proudly represent Local 19 at the IBEW International Convention were: Terry Haggerty, Mark Klinefelter, Andy Nacke, Lisa Roscoe and Dan Ulbert.

We extend a huge thank-you to those of you who participated in the election. We look forward to seeing more members get involved in future elections. Please remember to attend your local union meetings! In solidarity.

*Natalia Guzman, Exec. Board*



At retirement party for Local 25 then-Bus. Mgr. Kevin Harvey (holding plaque) are: new Bus. Mgr. Kevin Casey (left); retired business manager Bob Dow; Int. Vice Pres. Donald C. Siegel; Harvey; retired business managers Don Fiore and Bud Fisher.

## Bus. Mgr. Harvey Retires

L.U. 25 (c,catv,es,i&rts), LONG ISLAND, NY — After a 45-year career as a Local 25 member, Bus. Mgr. Kevin Harvey retired on Oct. 2 last year. A retirement party was held on Oct. 29 at our local union hall. Many friends and colleagues were in attendance from Local 25 and New York state, including Third District Int. Vice Pres. Donald C. Siegel.

Bro. Harvey was accepted into the Local 25 apprenticeship in 1971. When he graduated, his first job as a journeyman wireman was on the Alaska Pipeline, far away from his home and family. Bro. Harvey wore many hats including: as foreman, shop steward, apprenticeship training night school instructor, recording secretary and business representative. In 2010 when then-business manager Don Fiore retired, Kevin was unanimously appointed by the Local 25 Executive Board to complete Fiore’s unexpired term. In 2011 Bro. Harvey was elected to a full term as business manager and re-elected in 2014.

Bus. Rep. Kevin Casey was unanimously appointed business manager by the Local 25 executive board to complete Harvey’s unexpired term of office. We all are confident that Bus. Mgr. Casey will do an excellent job.

Bro. Harvey and his wife, Rosemary, are the proud parents of three children and three granddaughters. Harvey’s door was always open; he has been a true leader and will be missed. We all wish Bro. Harvey and Rosemary a happy and healthy retirement.

*Tom Lawless, E-Board/P.S.*

## Code of Excellence

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — Over the next year, Local 37 in Fredericton, New Brunswick, will be rolling out the Code of Excellence to its membership of approximately 2,200.

Earlier this fall, we organized four focus groups consisting of Local 37 members from every corner of our province. The purpose of these focus groups was to see what excellence looks like in our work places based on the experiences, ideas, and feedback given by our members. It became clear after these focus groups that Safety, Professionalism, Accountability, Positive Relationships, and Quality (SPARQ) are values that many of our members truly believe in and practice each day.

At this writing plans were underway to present the Code of Excellence membership-wide in December 2016, and our 2017 Training Trust Fund Conference in April will give Local 37 members an opportunity to celebrate excellence with their colleagues in an exciting and engaging atmosphere.

*Ross Galbraith, B.M./F.S.*



Local 37 members participate in focus groups on the Code of Excellence and SPARQ.

## 2016 Work Picture Strong; Charity Golf Tournament

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — Happy new year, sisters and brothers! We had a busy 2016. Our work picture was outstanding, and we extend many thanks to our traveling sisters and brothers who helped to man our work. Without the help of those who travel, the IBEW would not be able fulfill the requests for manpower in times of need. Please remember that these sisters and brothers are just like we are. They

## 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](mailto: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](http://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	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(u) Utility	(uow) Utility Office Workers
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	
(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.



want to put in a day's work, go home safely and provide for their family. Thank you again to all who helped!

Our charity golf tournament, in its 12th year, was held in September last year. Thanks to the generosity of our sponsors and members, we were able to donate \$9,200 to Camp Good Days and Special Times. Camp Good Days told how appreciative they were and how the money would afford children with cancer the ability to spend time at their camp to help them forget about their troubles for a little while.

Thank you to everyone who donated their time or money to events Local 41 was involved in. By giving back to our community we help to spread the good word about our union and who we are.

Gregory R. Inglut, A.B.M.



Local 41 presents donation to Camp Good Days. From left: Keith Williams, of Lipsitz, Green Attorneys; Angelo Veanes, Ferguson Electric; Jud Payne, Local 41; Lisa Donato, Camp Good Days; Dominic Montaldi, Local 41; and Rob Boreanaz, Lipsitz, Green Attorneys.

## Apprenticeship Graduates

L.U. 43 (em,i&rts), SYRACUSE, NY — The Central New York Joint Electrical Apprenticeship and Training Committee's annual apprenticeship graduation ceremony was June 3, 2016, at Justin's Tuscan Grille in East Syracuse. The occasion marked the graduation of 27 apprentices from the inside wireman program.

CNY JATC Training Dir. Jeff DeSocio addressed the graduates in his welcome and closing remarks. "I'm proud of all of the graduates here tonight, as this is a huge accomplishment, one to be proud of and honored by," DeSocio said. "I would like to remind you all to work hard, work safe, become foreman, challenge yourself to be great, and enjoy all of your successes in the future."

Award recipients were as follows: Allen Meyers received the Scholarly Apprentice of the Year Award, courtesy of Greenlee Tools. Allen finished the program with a final classroom average of 96.03 percent and over 9,000 on-the-job training hours. An Outstanding Attendance Award went to Adam Cole, courtesy of Klein Tools. Allen Meyers also received an award, presented by Membership Development Coordinator Alan Marzullo, in recognition of Meyers' continued dedication to the IBEW.

Congratulations to the newest journeyman wiremen of IBEW Local 43!

Gene Townsend, P.S.



Local 43 congratulates 2016 apprentice graduates. Front row: Steve Terpening Jr. (left), Maurice Files, Ken Gibson, Steve Compton, John Ariola, Matt Bellardini, Adam Cole, Allen Meyers, Jim Marasia. Middle row: Training Dir. Jeff DeSocio, Jim Clark, Gary Rustay, Javon Taylor, Andy Smith, Joe Wormworth, Nick Doring, Dan Snyder, Tom Reap, Jim Rizzo. Back row: Joe DeJesus, Sean Meigs, Ryan Raponi, Nick Moltion, Allen Carlock, Scott Smart, Joe Kolodzie, Matt Williams and Sean Ryan.

## 2016 Lineman's Rodeo Champs

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Merry Christmas and a happy and prosperous new year to all!

With help from Local 47 and the IBEW, U.S. Rep. Linda Sanchez (Calif.) has introduced House Resolution 784 to designate July 10, 2016, as Journeyman Lineman Recognition Day.

Over 3,000 members and their families attended the Local 47 Family Picnic held in Chino. Everyone had a great time.

Congratulations to the 33rd International Lineman's Rodeo first-place-overall journeyman world champion team from Southern California Edison/IBEW Local 47: Ramon Garcia, Jacob Lybbert and Will Robinson! The journeyman senior division Local 47 team of Jack Flavin, Juan Palido and Willie Rios took second place. The Local 47 team of Josh Feguer, Lorenzo Deliso and Clayton Loback took fourth place in the journeyman contractor division. Many Local 47 teams also placed in various individual events.

We are sad to report the passing of: Bros. Lawrence Nunes, Matthew Boehler, James "Jim" Hagge Jr., John Faulkner, Richard Hughes, Gerald "Skip" Smith Jr., Richard Bain, Ryan Stampe and Zachary Ross. We also mourn the loss of several retired members: Bros. Danny Benoit, Don Conner, Wayne Dyer and Leon Richard Pangburn Jr.

We wish a speedy recovery to Bros. Elios Valenzuela, Bill Lacey, Robert Styron, Vince McMahon, Jacob Barnett, Raymond Torres and Art Rodarte. Live long, live safe and well. Work and buy union.

Tracy Dougherty, P.S.



First place-overall journeyman world champion team at International Lineman's Rodeo: Local 47 members Ramon Garcia (left), Jacob Lybbert and Will Robinson.

## Solidarity in Brotherhood

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Brad Aper, who was a field service technician at American Water-Lincoln, was killed on April 7. A tree

dedication was held for Bro. Aper on Oct. 14. Family and friends shared fellowship while planting the red Japanese maple tree. American Water supplied the refreshments and it was a beautiful day to remember and celebrate our union brother.

Recently, members have been stepping up to help out a union brother going through some medical issues. These members are willing to switch work shifts so it will be less intrusive to our brother's recovery. This is an example of what the IBEW Brotherhood is all about. Thank you, brothers and sisters, for your understanding and compassion.

John Powers, former president and executive board member for Local 51, passed away Oct. 16. John served in the U.S. Air Force during the Vietnam era and worked for Ameren for 34 years before retiring in 2013. Bro. Powers was a true friend to labor and will be greatly missed by all who knew him.

We welcome our newest members working for Davey Tree in the Quad Cities. The tree trimmers voted to become signatory to join Local 51 in June and received a one-year extension to their contract.

Our construction transmission work should be strong in 2017 and distribution/substation work should be steady. Work safe, attend your union meetings, and support your local union. Happy new year!

Karlene Knisley, B.R.



The late John Powers, Local 51.

## Annual Graduation Ceremony

L.U. 81 (i), SCRANTON, PA — On Oct. 20, IBEW Local 81 Scranton Electricians JATC held the annual graduation ceremony for the apprenticeship graduating class of 2016. Among the guests were Todd Stafford, executive director of the Electrical Training Alliance; JATC committee members; Local 81 officers; graduates and current apprentices; and representatives of local agencies including the Department of Labor.

Completion certificates were handed out to the graduates and awards were presented, including the Outstanding Apprentice Award, the Frank O'Neil Jr. Award and Perfect Attendance awards. Adam Salvi was the class of 2016 Outstanding Apprentice Award recipient and Donald Joyce received the Frank O'Neil Jr. Award, which recognizes dedication, courage and commitment. We extend our gratitude to Klein Tools and IDEAL Tools for providing awards to help recognize our award recipients. Congratulations to the class of 2016!

Michael Brust, P.S.



Attending Local 81 apprentice graduation ceremony: Front row, Michael Brust (left), Fred Leber, Jerry Nichols, Eric Lewis, Todd Stafford, Rick Schraeder, Paul Casparro, Tom McNulty, Joe Hickey; back row, Chad Slody, Adam Salvi, Frank Williams, Dave Harvey, Will Hartsgrove, Robert Sauers, Rich Filer Jr., Dave Nitch, Keefe Quinn, James Sheridan, Donald Joyce, Dan Ruane and Gerard Zubrickas.

## Dynamic Summit Inspires Solidarity & Union Activism

L.U. 89 (catv,em,lctt,o&t), SEATTLE, WA — Local 89 was invited to attend the 10th Annual Customer Service Summit hosted by IBEW Local 77 the weekend of Oct. 22-23 last year in SeaTac, WA. This dynamic event centered on the field of customer service, and served as an energizing and educational occasion for IBEW members and future members in attendance.

The conference encouraged participants to share their "union moment." These moments are often overwhelming feelings sparked by an event or occurrence, where an individual seizes the opportunity to join, get involved or just support the union to the best of their abilities. It's an undeniable feeling of a need for solidarity, respect and a voice in the work place. Attendees were encouraged to share their moments, and as those stories unfolded, an irrefutable feeling of unity filled the room.

Several engaging speakers presented thought-provoking topics that inspired conversation amongst attending members at all stages of their IBEW journey. From lifelong PUD employees to those striving to organize, solidarity and support were a common theme.

This gathering truly sanctioned an idea of self-worth and empowerment in the work place, through the foundation of union solidarity.

"Our cause is the cause of human justice, human rights and human security," as written in a declaration of the IBEW Constitution.

Amanda McDougall, P.S.



Local 99 Bus. Mgr. Mike Daley (left) and Local 2323 Bus. Mgr. Steve Murphy (right), present IBEW donation to Operation Stand Down Rhode Island representatives.

## 'Solidarity Ride' Benefits Returning Veterans

L.U. 99 (govt&i), PROVIDENCE, RI — The work situation in the area is going strong, with Book I being a virtual walkthrough, and many more projects on the horizon. Some of the key personnel working for nine separate open shops in our jurisdiction saw the light, raised their right hands, and can now be counted as in the ranks of IBEW union brothers and sisters.

IBEW Local 99, in conjunction with Local 2323, held its second annual Solidarity Ride on May 15 last year with approximately 263 motorcycles and operators participating.

Thanks largely to the efforts of Organizer Joe Walsh and his team of sponsors and volunteers, over



## LOCAL LINES



IBEW Local 109 members and their families assemble for 2016 Labor Day parade.

\$20,000 was raised for Operation Stand Down Rhode Island, a local group that helps returning military veterans resettle into civilian life and secure housing and employment.

Happy new year to all!

William Smith, P.S.

## Unity & Solidarity

L.U. 109 (u), ROCK ISLAND, IL — IBEW Local 109 represented well at the 2016 East Moline Labor Day Parade. IBEW brothers and sisters and their families exhibited unity and solidarity by coming together to show our commitment to our community.

Thank you to Local 109 members and families for their participation. [See photo at top, left.]

Denise Newberry, P.S.

## International Lineman's Rodeo

L.U. 111 (em.govt,lctt,mt,o,rtb,spa&u), DENVER, CO — Local 111 was recently represented at the International Lineman's Rodeo, which took place in Bonner Springs, KS, on Oct. 15, 2016.

Twenty-four members, consisting of journeyman linemen and apprentices from Public Service Company of Colorado (PSCO), Intermountain Rural Electrical Association (IREA), and our construction ranks participated in multiple rodeo events in a great day of lineman comradery. We would also like to thank Sturgeon Electric, Hooper Corp., and Ward Electric for co-sponsoring the construction apprentices. Congratulations are due for Jeremy Jones of PSCO, who took first-place overall in the utility division, and Greg Rogich, who took second-place overall in the contractor division. The local thanks each member for participating and representing Local 111 in this prestigious event.

Mike Kosteletzky, P.S.



Local 111 Intermountain REA linemen at International Lineman's Rodeo.

## Tribute to Life of Service

L.U. 113 (catv,ees,em,i,mo&o), COLORADO SPRINGS, CO — Local 113 wishes you a happy new year, and here's hoping you all had a fantastic holiday season.

Last September we were saddened to say goodbye to a longtime member and friend of the local, retired Bro. Norman Pledger. Norm came from humble



Local 113 late Bro. Norman Pledger, a longtime labor leader.

beginnings, plowing cotton fields in Alabama behind an old mule, as well as working in a coal mine to help his father support their family. His interest in organized labor grew, and after his IBEW apprenticeship he served as president of the Colorado Springs Labor Council from 1959-1975.

In 1975 he served as president of the Colorado AFL-CIO for 10 years. All of the "old-timers" and even some of the newer members will tell you that he was a most eloquent speaker and if you had ever heard one of his fiery speeches, you would never forget it. Later in life he continued to serve, as president and vice president of the Local 113 Retirees Club.

For more than 60 years Norm tirelessly served our local and dedicated his life for the betterment of all working people. He truly was an inspiration for us all and will be sorely missed. Our prayers go out to his entire family.

Brian Putnam, P.S.

## Promoting Our Union

L.U. 125 (lctt,o,t&u), PORTLAND, OR — Happy new year! Hopefully, you enjoyed a joyous and safe holiday season with your loved ones. As we start a new year, let's renew focus on our responsibilities under the IBEW Constitution. When was the last time you reviewed the objects in our Constitution? If we are going to maintain our wages, hours and working conditions, and move this great union forward, we must not ignore our foundation. At your first union meeting of the year, please take the time to read the objects and discuss what you can do to promote them.

Let's make a commitment to increase attendance at unit meetings; promote our local union; educate our friends, family and neighbors on the importance of labor unions; and increase our communication about the professional and safe work that we do daily. Too often, we go about our professional and charitable work in such a humble manner that people simply don't know that you are literally powering their communities. This year, let's work together to educate, communicate and engage other members to ensure that our voices are heard, so we can ensure that the IBEW is around for another 125 years!

Marcy Grail, A.B.M.

## School Construction Project

L.U. 129 (i,mt&spa), LORAIN, OH — As of late summer, our local was working on a few big projects that were nearing completion. Although the work picture was slowing down at the time of this writing, we expect to have some good projects coming to our jurisdiction in the future.

The Lorain High School construction project was done under a project labor agreement (PLA). We

thank all those involved in making this an all-union project.

Thanks to our fellow IBEW brothers from Local 38 and Local 8 for helping us successfully complete what is reportedly the largest high school in Ohio, on time and on budget.

Pictured in the photo below are some of our Local 129 brothers, along with travelling brothers, who worked on the new Lorain High School project in Lorain, Ohio. They included, as pictured: kneeling, from left, Keith Woods Kaneakua, Nick Choma, Sean Faulkner, Branden Romell, Damion Mahone, Aaron Osbourne, Chris Mason, Jay Hasenflue, Cody Hicks and Jayson Cook; standing, Orville Platte Jr., Jay McKay, Rich Jacomin, Nicki Gilbert, Mark Day, Jim Burns, Mike Contreras, John Novak, Brian Kowalczyk and Mike Knittle.

Jeffrey J. Bommer, B.M.



Local 129 members, joined by IBEW travelers from Locals 8 and 38, completed a big high-school construction project.

## 'Salute to Labor'

L.U. 145 (em,i,o,rts,se,spa&u), ROCK ISLAND, IL — Greetings, brothers and sisters. Looking back on 2016, Labor Day was a very special day for the hard-working men and women of the union labor movement. Many union members and their families marched shoulder to shoulder in the annual East Moline parade celebrating their efforts as union members within the communities where they live and serve.

It was a special honor for the members of Local 145 as IBEW Int. Pres. Lonnie R. Stephenson marched with our group along the parade route and was a special honoree at the 49th Annual Salute to Labor Picnic. Pres. Stephenson spoke at the event along with many other local labor leaders, then-presidential candidate Hillary Clinton, and local and state politicians.

Work in 2016 was good and our man-hours were up. We look forward to another good year in 2017! In solidarity.

Dan Larson, P.S.



IBEW Local 145 members and their families were among participants who turned out for 2016 Labor Day celebrations.

## IBEW Travelers Needed

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA — Happy new year! As of this writing, Local 191 has concluded a busy year of work and social events. Picnics, golf out-



At 2016 IBEW International Convention are: Local 191 delegate Jim Groves (left), Lobay Groves, Pres. Damien Fisher, Elizabeth Lorenzo and Bus. Mgr./Fin. Sec. Joseph J. Lorenzo. Not pictured: delegate Randy Ambuehl.

ings and Christmas parties were well-attended. We also sponsored a retirement seminar for members and their spouses.

Our work picture remains strong as we continue to dispatch Book 2.

Many jobs have substantial overtime, which may run into June and beyond. As always, call ahead for details.

Local 191's Community Involvement Plan continues to expand and increase our visibility. Ads placed in malls, on radio and TV, at ball and soccer fields as well as racetracks promote the IBEW.

Bus. Mgr./Fin. Sec. Joseph Lorenzo and his staff are also meeting with many school officials to discuss apprenticeship and community hiring.

Thank you to all of our members for volunteering at our events. Stay tuned for our 2017 schedule!

Bill Mirand, P.S.



Local 229 retiree Harold "Bud" Pressel displays photo of plane he was in when it was shot down during World War II.

## Work Picture Strong

L.U. 229 (em&i), YORK, PA — Work in Local 229 has been strong. With several large projects underway, we anticipate 2017 will be another good year. Thank you to all of the travelers who worked in our jurisdiction through 2016 and helped us complete upgrades at the Peach Bottom Nuclear Plant.

IBEW Local 229 would like to honor a very special retiree. Harold "Bud" Pressel is a World War II veteran of the U.S. Army Air Corps 484 Bomb Group, 825th Squadron, 49th Wing, and a 65-year member of the IBEW. During WWII, he was a tail gunner flying over France when his B-24 was shot down. He was taken prisoner but later escaped. So many of our nation's veterans have returned from service and found a home within the IBEW. These veterans

have played an important role in building the strength of our movement. We thank Bud for his service to the country and to IBEW Local 229.

Timothy Griffin, Tr. Dir.



## 'Our Politics Are Local'

L.U. 269 (i&o), TRENTON, NJ — As important as it is to elect a president to be the guiding force of policy for our nation, it is also highly important to attend to our political needs within our local's jurisdiction. Knowing who stands for what on your local ballot and understanding the ramifications of ballot questions is every bit as important as the national race. As union members, we have a unique opportunity to shape our legislature through direct financial support of candidates, labor walks, get-out-the-vote activities and electing our own brothers and sisters to represent us across all levels of government.

The local union hall is a hive of activity on election day, and that's a good thing. There is strength in numbers, and our adversaries as well as our allies recognize this. We may not win every battle, but united, we will maximize our prospects of an empowered workforce and a preservation of our way of life.

Our detractors complain that we have an agenda. We do. It is to spread the wealth of a nation amongst the ones who do the actual work that creates that wealth: the middle-class workers and their families. Staying strong and united is the only way to achieve our goal.

*Brian Jacoppo, P.S.*

## Apprenticeship Graduates

L.U. 307 (ees,es,i,o&u), CUMBERLAND, MD — The Western Maryland JATC along with Local 307 and NECA would like to congratulate their 2016 apprenticeship graduates: Brandon Gower, Kevin Miller and Craig Powers. Brandon Gower was recognized for achieving the highest grade-point average for all five years of the apprenticeship, and he was presented a watch by Local 307. The graduates were presented their diplomas by Training Dir. Ed Crowe. We thank the teachers and journeymen who helped to train these men during their apprenticeship.

*Ed Crowe, Tr. Dir.*



*Local 307 recent apprenticeship graduates Craig Powers (left), Brandon Gower and Kevin Miller.*

## New Year, New Opportunities

L.U. 343 (i,spa&st), LE SUEUR, MN — Happy new year, brothers and sisters. Local 343 is experiencing what could be called full employment, as of late 2016. Many calls are going unfilled, but Book II hands are stepping up. The jurisdiction of the Brotherhood extends beyond the boundaries of our local union.

In January the new U.S. president-elect will take the oath of office to swear to uphold and defend the Constitution of the United States of America.

Take your copy of the IBEW constitution out of your tool box or lunch bucket and open it to Page 66 (in the 2012 edition). There is the oath we all take to be initiated into the IBEW. The obligation states, in part: "... I will further the purposes for which the I.B.E.W. is instituted. I will bear true allegiance to it and will not sacrifice its interest in any manner." Our wages and benefits are not guaranteed. We are the union.

Get involved. Be involved in shaping our future. The membership comes first.

Retired U.S. Sen. Tom Harkin was quoted at the 39th IBEW International Convention as saying: "Money is like manure, you pile it up and it kills everything

beneath it. You spread it around and everything grows." Remember, it pays to buy "Made in the USA."

*Tom Small, P.S.*

## A Life of IBEW Service

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IA — The local charter was draped in memory of retired former business manager Ron Belcher (1992-2001), who passed away on Aug. 26, 2016. He was an IBEW member for 57 years.

Ron had a hand in developing much of the structure of the current Health and Welfare system and in implementing a market recovery program that kept the nonunion competition guessing for years. He also led the way in negotiating an agreement for Voice Data Video. That VDV unit is now 100 members strong. He served as delegate to the: Building Trades, State Electrical Conference, Iowa Electrical Conference and Iowa Federation of Labor. We are most grateful for the effort and energies of Ron, who was truly committed to promoting the interests of the local for the betterment of the brothers. God bless you, brother, and rest in peace.

Work in the area remains strong. Happy New Year to all.

*Mike Schweiger, P.S.*

## Newly Elected Officers

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ — It was an honor at July's general union meeting to have all the newly elected Local 351 officers sworn in by Retirees Club president Richard Transferini. [Photo, below.]

Newly elected officers pictured are: Bus. Mgr. Daniel Cosner, Pres. Bill Hosey, Vice Pres. John Helsel, Rec. Sec. Tim Scannell, and Treas. Bob Nedohon Jr. Executive Board members: Harry Helsel, chairman; Charles Della Vecchia, recording secretary; Roy Foster; Scott Groff; Kevin Malinowski; Don Morgan; and Conrad Schaffer. Examining Board members: Steve Gandy, chairman; Greg Cipolla; and Steve Dimatteo.

All the officers and members would like to thank retiring business manager Ed Gant for his 20 years of service and all the good accomplishments during his tenure.

*Bill Hosey, Pres.*

## 'Thanks to Volunteers'

L.U. 357 (c,i,mt&se), LAS VEGAS, NV — As we enter the new year, we would like to acknowledge our members who volunteer their time. Local union projects range from phone banking, to feeding the needy, to the annual picnic and knocking on doors. Without the participation of our members, none of these projects would be successful. We hope that all who have helped in the past will continue to do so, and that those who haven't yet will find a project that encourages them to lend a hand.

Have a safe and fruitful year.

*Jennifer Tabor, P.S.*



*Local 351 newly elected officers are sworn in.*



*Local 369 congratulates the class of 2016 apprentice graduates.*

## 2016 Apprentice Graduates

L.U. 369 (em,es,i,lctt,o,rtb,rts,spa&u), LOUISVILLE, KY — The time has come for another group of IBEW Local 369 apprentice graduates to begin their "journey" as journeyman wiremen.

Congratulations to the 2016 graduates on working their way up from their beginning as new apprentices to successfully completing their apprenticeship to become the full-fledged journeyman wiremen they now are.

The graduates must remember to remain vigilant in the continuation of their education. Remaining a skilled union craftsman is a never-ending venture. In order for the IBEW to stay on the cutting edge of an ever-changing electrical industry, members must remember that "education is a journey, not a destination." Congratulations and good wishes to the IBEW Local 369 class of 2016.

We wish everyone a safe and happy new year.

*John E. Morrison Jr., P.S.*



*Local 441 volunteers installed electrical work at charity Colette's Home: front row, Organizer John O'Neill, Bus. Mgr. Richard Samaniego, Evelyn Gonzalez, Joe Najjar, Scott Rossman, Lance Mejia and Pres. Neal Lauzon; back row, Robert Collopy, Kenny Lopez, Jesus Munoz, Byron Aguilar, Jean-Andrew Miksell and Thomas Hernandez.*

## Code of Excellence Training; 3DYC/RENEW Workshop

L.U. 375 (catv,ees&i), ALLENTOWN, PA — Local 375 has firmly embraced the Code of Excellence program. Recently, we held COE Train-the-Trainer classes, attended by 15 members and officers. Thanks go to Int. Reps. Randy Kieffer and Jim Ayer for presenting the training. Since then, several training sessions have been held for our signatory contractors and members. Additional classes are scheduled with the goal of training every member of this local.

With the cooperation of project construction manager Barton Malow Company, electrical contractor Albarell Electric, and Local 375 Bus. Mgr. Paul Anthony, the first Code of Excellence project has been designated. It will be the FedEx Ground Distribution Hub, reportedly the largest such FedEx facility in the United States, a \$335 million project.

The 3DYC/RENEW (Third District Youth Caucus) Grassroots Workshop was recently hosted by our local with 52 in attendance. Co-chair Chris Erikson, Local 3, led discussion on topics such as: the 2016

elections, right to work, prevailing wage and collective bargaining. The young workers also discussed issues pertaining to student loan debt, paid family leave and voting rights. The communication structure and mobilization of these young workers is critical to the future growth and viability of all locals.

Our 3DYC/RENEW volunteers have also been teaming with veterans from VFW Post #12099. On several Saturdays in recent months, the volunteers have collected donations to help veterans and military personnel currently serving abroad. The volunteer efforts in this worthwhile project are appreciated.

*Dave Reichard, A.B.M.*

## Softball Tourney Champs

L.U. 441 (as,i&rts), SANTA ANA, CA — At summer's start last year, the Local 441 softball team won their fifth softball championship, at the annual Ninth District Softball Tournament held in San Diego. Congrats, brothers, on a job well-done!

In August we hosted 125 members and their families to attend "IBEW Night at The Big A" and watched the Angels win against the Oakland As. Attendees received a ticket to the game, an Angel's hat, hot dogs and beverages courtesy of Local 441.

Also in August was our local's annual Deep Sea Fishing Trip out of Newport Beach, which hosted 50 local members and their families on a fishing expedition to Catalina for yellowtail. The fishing was a big success with a bountiful catch, and one rescued pelican. The day's big winner, Bro. Kyle Stafford, caught a 30-pound yellowtail tuna.

We had a full month as we made our way into October and election season. Our brother and sister volunteers walked precincts on weekends for the local politicians.

Members volunteered a day of service fixing up the charity Colette's Home in Placentia with new outdoor lighting, electrical repairs and upgrades to services.

Our Annual Family Picnic saw our best turnout ever with over 650 people being fed from The Habit food truck and taco stand as we raffled off prizes all day and held our annual horseshoe tournament. As always, the picnic was free for all members and their families, and everyone received a raffle ticket for amazing prizes sponsored by Local 441.

*Neal Lauzon, Pres.*



## LOCAL LINES

## Henry Miller Museum Donation

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, ID — Greetings, brothers and sisters. It was a huge honor to represent Local 449 at the 39th IBEW International Convention. To be able to witness the dedication of the Henry Miller Museum in St. Louis was simply amazing! Local 449 was the local that was selling the “Miller bucks,” souvenirs that resemble a two-dollar bill and feature an image of Henry Miller. I want to thank Local 449 retired member Laurie Watters, who did the art work for the souvenir, and her husband, retired member Don Watters, who helped get the items prepared for me to take to St. Louis.

Between the Local 449 Wireman Wellness Fund and those who bought the Miller bucks, we were able to donate \$1,500 to the Henry Miller Museum. If you would like to acquire some Miller bucks, you can email me at [rodneym@ibewlocal449.org](mailto:rodneym@ibewlocal449.org). We will continue to donate the proceeds to the Henry Miller Museum.

Gary Oneida and Jim Chaney have arrived at the long sought after point of retirement. Congratulations, brothers! Enjoy your retirement and thank you for your service to the IBEW.

It is with deep regret that we announce the passing of Bros. Rue Stears, Gerald Hargraves Sr. and Danny Fadness.

Rodney James, B.M.

## Initial Steps Taken To Establish a Retirees Club

L.U. 459 (catv,ees,em,govt,mt,so&u), JOHNSTOWN, PA — IBEW Local 459 has begun the planning stages of forming an IBEW Local 459 retirees club and is taking preliminary steps in the procedure to seek a charter.

Given the significant number of current members nearing retirement, rising interest in post-retirement issues and concerns such as pension, health care, Social Security and other matters pertaining to retirement, the local felt it appropriate to seek development of its yearlong established retiree committee into a formal retiree club. In July and August of 2016, the first discussions began with draft bylaws, discussions over standing committees, and how to generate interest. Next, in September, several retirees met to develop these concepts at one of the local's annual picnics. Finally, in October, an inaugural retiree luncheon was held to discuss the future. Topics of discussion included a formal local sponsored member and child academic scholarship, retiree benefits/program awareness, and political involvement.

Moving forward the club envisions quarterly retiree committee meetings/luncheons, establishment of bylaws and elected officers, and charter approval by the International. Special thanks to retirees Charlie Zitzelberger and Joseph Oliver for heading up this endeavor and taking it on with enthusiasm.

Brendan Wolf, Pres./A.B.M.

## Memorial Scholarship Awarded

L.U. 477 (i&rts), SAN BERNARDINO, CA — IBEW Local 477 was proud to award Joshua Rhoades the 2016 Mark Troxel and Matt Wall Memorial Scholarship. Joshua is a 2016 graduate of Arrowhead Christian Academy in Redlands, CA; he earned a 4.2 GPA and made the principal's honor roll. Joshua earned the prestigious Lifetime Highest Honor Membership from the California Scholarship Federation. He was a four-year varsity letterman and First Team All-League in soccer his senior year. Joshua will study engineering at California State Polytechnic University, Pomona (Cal Poly Pomona).

Diane and Rod Rhoades are the proud parents of Joshua. Rod is an 18-year member of Local 477, and graduated the inside wireman apprenticeship in 2003.

The Local 477 scholarship program was

endowed in 2000 after the untimely death of two beloved members of Local 477, Mark Troxel and Matt Wall. They passed away in a jobsite accident. Shortly thereafter, a grieving membership of 477 decided they didn't want their brothers' memory to fade, nor the reminder to always put safety first on the job. A motion was made on the floor of the general membership meeting to establish this memorial scholarship in our fallen brothers' names. Rest in peace, Mark and Matt; you will never be forgotten.

Brian Marsteller, V.P.



Local 477 presents memorial scholarship award. From left: Rod Rhoades, Diane Rhoades, Joshua Rhoades, Vice Pres. Brian Marsteller and Pres. Victor Rodriguez.

## Holiday 'Circle of Lights'

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN — In November, IBEW Local 481 members volunteered their time and talents to string up the lights for one of the world's tallest Christmas trees in preparation for Indianapolis' annual Circle of Lights event.

Volunteers come out to brave the weather and do their part to ensure this holiday tradition continues. This is a great opportunity for the IBEW to showcase members' skills and give back to the community. It is also a great way for Local 481 to be in the public spotlight and promote the IBEW. Thank you to all the volunteers! [See "Who We Are" article, Pg. 19.]

Thank you also to Local 481 retirees, who take the time to make sure that all the light strands are individually checked and repaired prior to installation. This annual holiday tradition would not be possible without our dedicated Local 481 members and retirees.

The Circle of Lights is the perfect way to kick off the holiday season. Local 481 members and the community look forward to this event every year. The Indianapolis Soldiers and Sailors Monument has been decorated by Local 481 members for the last 54 years, and we look forward to continuing this annual tradition in the future.

Blake Andrews, R.S.

## 'Proud Local 529 Members'

L.U. 529 (c,em,i&mow), SASKATOON, SASKATCHEWAN, CANADA — Local 529 received accolades from a contractor/project manager commending a great job by local union members on the Saskatoon Civic Centre project.



General Foreman Dan Downs and other members of Saskatoon, Saskatchewan, Canada, Local 529 show their union pride.

Project Manager Andrew Fettback, an IBEW Local 213 electrician, submitted a report on the success of the project. Here is what Fettback wrote:

*"When asked to write up a summary on our experience with Local 529 in Saskatoon on the new Saskatoon Civic Operations Centre, I jumped at the opportunity to spread the good word.*

*"This was our first project in Saskatoon and Local 529's jurisdiction. From the beginning the communication and professionalism in which the hall carried itself was outstanding. The hall promised us we wouldn't be disappointed with the members of 529 and we weren't. From young apprentices, women in the trade, and members over 50, everyone carried their weight and was dedicated to the project in workmanship, attitude, and productivity.*

*"The hall and members understood for a union to be successful its contractors have to be equally successful. If we aren't able to be competitive in the market by quoting projects with high productivity rates, we won't win future bids to create more work for the members.*

*"We were able to show the City of Saskatoon, the general contractor, and the owner's group that IBEW is the right choice!*

*"We look forward to winning future projects in 529's jurisdiction and continuing to build off of what we have created here."*

Garnet G. Greer, B.M./F.S.

## Volunteerism &amp; Activities

L.U. 531 (i), LAPORTE, IN — We had an activity packed summer 2016 around the local. There has been a lot of volunteerism with community projects such as building Habitat for Humanity houses, and participating in town festivals and parades.

In July we had the Local 531 golf outing at Chesapeake Run golf course in North Judson, IN. Approximately 80 members attended and the weather was close to perfect.

In August we had the local picnic at the Porter County Expo Center. Approximately 600 attended the event, which featured food and beverages, bingo games, lots of activities for the kids with a dunk tank, bounce house and rock wall; and we can't forget the bike raffle. Everyone had a great time.

Thanks to all of the volunteers who helped to put on these popular events.

Jeremy Woolever, P.S.

## Raleigh-Durham Apprentices Compete in Statewide Contest

L.U. 553 (i,mt,o&ws), RALEIGH, NC — Raleigh-Durham Electrical JATC apprentices recently placed in the top five in a statewide apprenticeship contest.

On Oct. 19, 2016, the statewide Electrical Apprentice Competition was held on the North Carolina State

Fairgrounds. Apprentices on both the union and non-union side competed. Each apprentice had his own stall, and was required to complete various tasks.

Out of the 35 contestants, the Raleigh-Durham JATC had five contestants entered. Three Raleigh-Durham apprentices placed in the top five spots: Terry Welden (2nd place), Nick Roose (4th place) and Lurie Verebcean (5th place). Also in the competition were Brandon Wesley (11th place) and Matt Hasse (8th place). These apprentices worked very hard to get where they are, practicing and reviewing for weeks beforehand. We are proud of all our Raleigh-Durham JATC apprentices here in Local 553, and we thank them for an outstanding effort and a great job!

Joshua Nixon, P.S.



IBEW Local 557 member Rex Christian at work for Thiel Electric on lighting at St. Mary's Cathedral in Saginaw, MI.

## Work Picture Gains

L.U. 557 (i,mt,rts&spa), SAGINAW, MI — Our work outlook in Saginaw has been steadily improving. We have had many new advancements and projects in our local that have started. Our local has been able to bring many members back to work in their home local area. Many of our projects, which we are excited for our local to have, will bring us many jobs in the future once they are completed.

We also have had some changes to our local. Congratulations to our new Bus. Mgr. Evan Allardyce, elected to office effective July 2016. We also have a new first-year apprentice class! Congratulations to Cody Burch, Brian Fisk, Justin Christensen and Derek Good on being accepted into the apprenticeship program! With our new members and new officers in our local, we are very excited as an organization to see what our future has in store for us.

"Those who have long enjoyed such privileges as we enjoy forget in time that men have died to win them." — Franklin D. Roosevelt

Howard Revard, P.S.





Hundreds of IBEW Local 569 members walked precincts and phone banked to secure victories for working families.

## 'Charging Up the New Year'

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — IBEW Local 569 is charging up for the new year!

Members who attended the 39th IBEW International Convention in St. Louis were energized in honoring IBEW's 125-year history, laying the foundation for our future, and gearing up to continue strengthening our union!

Young members returned from the conference with ambitious goals to kick-start our own RENEW chapter to "Reach out and Engage Next-generation of Electrical Workers," and at this writing had already successfully organized IBEW 569's first ever "Haunt the Hall — Halloween Celebration" for young IBEW families.

We also had a record number of members being active and engaged during the 2016 election season. Hundreds participated in our nine-week political program of precinct walks and phone banks, and our efforts led to many victories at the state and local level for working families.

IBEW 569 is also continuing to position ourselves for added growth and has hired our first-ever compliance officer — welcoming from the field veteran journeyman Lynn Minor!

Finally, we are proud of our IBEW 569 members who successfully built a 30-megawatt Battery Energy Storage project in Imperial County. This is one of the largest of its kind in the country and was built under a project labor agreement.

Gretchen K. Newsom, P.S.



Local 601 apprenticeship graduates: Joe Logan (left), Mike Holcomb, Mike Bialeschki, James King, Willim Bowie, Clarke Albers, Chris Rivers, Brad Cunningham, Kirk Peyton, Traves Gillespie and Justin Johnson.

## Long Island Rail Road Project Retrofit of 1,000 Train Cars

L.U. 589 (rr), JAMAICA, NY — Local 589 would like to acknowledge all of its members for the tremendous project they are working on. Our Long Island Rail Road (LIRR) electricians are installing a very complex electronic safety system called Positive Train Control or PTC. This system will make train travel that much more safe and reliable.

Our electricians are retrofitting the entire fleet of approximately 1,000 train cars. The system consists of miles of wire, many components, and thousands of connections, all being installed and tested under a strict deadline from the Federal Railroad Administration.

Local 589 electricians are considered among the best in the railroad industry, and are proud to take on this task. We thank all of our members for their hard work and dedication.

Augie Maccarone, R.S.

## Apprentice Graduates

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL — Our local held its election in June 2016, and newly elected officers were installed for the next three-year term. We'd like to thank the local members who ran for office and all the members who came out to vote. A special thanks to election judge, Rick Mueller, and the members who helped make this a smooth election.

We had 11 apprentices graduate last June, becoming a big part of our future workforce. The 2016 graduates are: Joe Logan, Mike Holcomb, Mike Bialeschki, James King, William Bowie, Clarke Albers, Chris Rivers, Brad Cunningham, Kirk Peyton, Traves Gillespie and Justin Johnson. Congratulations to these young men! [See photo below, at left.]

The work outlook looks to be good for 2017. We have members on our Book 1 and many of them have chosen to travel in order to keep their Health & Welfare and Pension healthy.

Daniel Hatter, P.S.

## 2016 Graduation Banquet

L.U. 611 (catv,es,govt,i,lctt,spa,t&u), ALBUQUERQUE, NM — On Aug. 19 last year, the local held its annual Apprenticeship Graduation Banquet at the Marriott Pyramid Hotel. The 2016 graduates were: Travis Battin, Christopher Blackmore, Johnathan Carter, Vernon Clark, Cameron Jansson, Matthew Martinez, Raymond Martinez, Laura McCormick, Andrew Moore, Loren Morrison, Thomas Mouton, Michael Sadler, Jonathan Shestak, Joshua Tillinghast and Tomas Trujillo. The outstanding apprentice for 2016 was Jonathan Shestak, and the recipient of the C.S. Mitchell Award was Alan Hammack. There were two apprentices with perfect attendance over five years: Joshua Tillinghast and Loren Morrison. Congratulations to all off the 2016 graduating apprentices.

We ratified our State Inside Agreement, a two-year contract. The membership will receive a \$.50 increase on January 1, 2017 and a \$.50 increase on January 1, 2018. The agreement expires on May 31, 2018. Thank you to the rewrite and negotiating committee for all of your hard work.

On behalf of the local, I send condolences to the friends and families of the following members who recently passed away: Floyd Werner, Rudolfo Dominquez, Jose A. Jacques, Jose B. Velasquez, Thomas



Local 611 congratulates class of 2016 apprentice graduates.

Peace, Chris I. Gonzalez and Dennis L. Simmons.

I hope everyone got out and voted last November, as 2016 was a very important election year.

Darrell J. Blair, P.S.

## Retirees & New Journeymen

L.U. 625 (c,ees,em,i,it,mar&mt), HALIFAX, NOVA SCOTIA, CANADA — The local has seen a lot of retirements lately. This is due to the slow economy and scarcity of jobs.

Recently retired brothers are: Mike Richard, James Oickle, Kenny Hartt, Mike Ettinger, Brian Atwell, Dan McDade, Robert Doucett, Donald P. LeBlanc, Blaine Mailman, Alex Dotten, Paul MacLeod, Joe Bates, Tony Hughes, Paul Steylen and Ray MacDonald.

Brother Ray MacDonald asked me to thank all locals in North America for all the times he had the pleasure to work in their jurisdictions over the last 48 years. Safety and workmanship have always been the most important things to Ray.

Several members recently completed their apprenticeship and are now journeyman wiremen. Congratulations to these new journeymen: Bros. Homayoun Abbaspour, Steve Bodnarchuk, Owen Diamond, Adrian Antoft, Thomas Foster, Glen Pendergast and Ryan Hawes.

At this writing, plans are underway to begin the renovations of our new building's warehouse area for the construction of six classrooms, an assembly hall, teachers area, lunchroom and storage. Upon completion we will be ready to begin delivering the Construction Electrician (CE) Apprenticeship Block Training.

Tom Griffiths, A.B.M.

## Solidarity in New Year

L.U. 627 (u), FORT PIERCE, FL — It is a new year and hurricane season is over. Are you and your loved ones ready for the real battle to begin? Given 2016 election results, so-called "right-to-work" legislation and other anti-worker efforts have the possibility to explode upon us and would not bode well for union members. We must stand strong in solidarity for working people.

Get prepared for contractual agreements in the future. Have a firm financial plan to allow you and your family to get through the next four years.

Stay alert for safety issues, both at work and in your own home. Our union family needs you.

Bus. Mgr./Pres. Mark MacNichol wants to remind everyone of the upcoming annual motorcycle ride on the Treasure Coast. The date for the 2017 event was not yet set as of press time.

Ray Vos, P.S.

## Service to Country

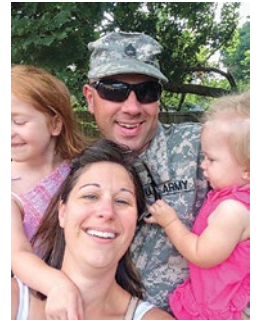
L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OH — On Aug. 25 last year, the Rusnak family received a life-changing phone call. Bro. John Rusnak, a journeyman wireman, has been in the Army Reserve for 16 years and received a phone call requesting him to report for duty at the end of September 2016. At this writing, Rusnak was scheduled to leave for Afghanistan around Thanksgiving. This will be his third time serving our country overseas. Rusnak's role is with the

316th Expeditionary Sustainment Command, which is one of the six general officer sustainment commands in the Army Reserve. He is a master sergeant and is a petroleum laboratory technician. He will be the senior lab technician and will help advise, supervise and make recommendations in the fuel arena. He will deal with both military and contractors.

John will be gone for nine months. He and his wife, Chrissy Rusnak, have two young daughters, 4-year-old Emma and 1-year-old Sarah.

We thank John Rusnak for his service and dedication to our country.

Dave Phillips, P.S.



Master Sgt. John Rusnak, a Local 673 member, with his family.

## Fall 2016 Events & Activities

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — Our local saw busy times this past fall. IBEW members and families participated in the Lowell Labor Day Parade, Rebuilding Together, and the Heart Walk. A thank-you to all who participated and especially all of you who coordinated the various events.

Our Awards Night was held Oct. 7 last year. Over 330 members and guests celebrated the evening, which featured fine music, food, refreshments, and recognition for special honoree J.T. Maness. At 93-years-young, Bro. Maness shared some history and anecdotes about his years in the field. His son and grandson, both IBEW 697 journeyman wiremen, joined the celebration as well. Numerous service pins were awarded and the atmosphere was festive.

Our fall blood drive was Oct. 21, and 105 pints of blood were collected. Many people are to be thanked and congratulated.

Also in October, we initiated a class of apprentices. They are our future — we wish them well and encourage everyone to support them during their training. A shout-out to all of the IBEW local unions that have so graciously accepted our brothers and sisters looking for work. Thank you to all involved for those employment opportunities; it is greatly appreciated by all Local 697 members.

May 2017 be prosperous for all.

Dan Waldrop, B.M.

## Community Service Volunteers; Local Union Election Results

L.U. 743 (em&i), READING, PA — Greetings, brothers and sisters. We continue to support our local community by providing volunteers for several outreach projects. In October, 17 apprentices teamed up with the American Red Cross and the Western Berks Fire Department to install smoke detectors in an area community. The group installed 171 smoke detectors in 45 homes in Sinking Spring, Pa. After receiving information from Red Cross personnel, the apprentices canvassed the community, toting ladders and buckets of materials needed to install the free detectors. "The IBEW apprentices did a fabulous job," said Red Cross specialist Heather Bowman. "I can't say enough about the positive impact they had on the event."

Our members stepped up to lend a hand in another major event last year. We had 30 volunteers give their time and expertise to help power the week-long Reading Fair. The work consisted of stringing hundreds of lights and hooking up power for all the entertainment, exhibits and vendor concessions.



## LOCAL LINES



IBEW Local 743 apprentices pose with American Red Cross and fire company personnel before installing free smoke detectors in the community.

Congratulations to all members who won election at Local 743 in 2016: Bus. Mgr. Ryan Helms, Pres. Michael Snyder, Vice Pres. Dan Geist, Rec. Sec. Geoffrey Litwin, Fin. Sec. Edward Braukus, Treas. Mark Kern; Executive Board members Bill Bryson, Kyle Kern, David Singer and Scott Yeager; Examining Board members Ryan Flynn, Mark Pinkasavage and Tom Vafias; and David Paskowski, delegate to I.O. Convention.

Mark Pinkasavage, P.S.

### 'Attend Union Meetings'

L.U. 759 (u), FORT LAUDERDALE, FL — Bro. James A. Brebnor (pictured below) received his Line Specialist Certificate of Completion at a recent union meeting.

Local 759 held its 13th Annual Union Picnic in October. It was a great success and everyone had a good time.

It was good to see The Electrical Worker article "Does Trump Build Union? An IBEW Investigation" in the August 2016 publication.

As a reminder, Local 759 holds its monthly meetings on the first Thursday of each month. With our current contract set to expire in 2017, be sure to come to the union hall to get the latest information. Remember, be the change you want to see in our local.

Glen Plock, P.S.



Local 759 member James A. Brebnor (left) with Bus. Mgr./Pres. Tim Haynick.

### Union Tradition of Giving

L.U. 777 (u), READING, PA — The giving season is not just a passing yearly cliché to the folks of Local 777 at the Lebanon, PA, Service Shop. Giving is a longstanding tradition for our brothers and sisters living and working in this area of our operating system.

Every year a family from the Adopt a Family program is selected by the Service Shop to receive holiday donations. Adopt a Family is a program run by the Salvation Army, one of the most effective charities in the country. The shop usually picks a family with two children. Donations are collected from all the members working at this shop, with 100 percent participation. Donations include toys for the children, a gift

card for a local food market, and other items to assure the family has a joyous, heartfelt holiday season.

Mark Power, P.S.

### Powerful Organizing Wins

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA — In fall of 2016, nearly 150 members, retirees and staffers from Local 1245 fanned out across Local 1245's jurisdiction to help get out the vote for labor-endorsed candidates. Fourteen of the local's organizing stewards took on leadership roles in 12 different campaigns, and worked around the clock to reach as many voters as possible.

The local celebrated two powerful organizing victories recently. On July 25, the workers of Gill Ranch Storage unanimously voted "yes" to join IBEW 1245, and on Sept. 7, communications specialists at Pacific Gas & Electric (PG&E) also voted unanimously to join Local 1245.

Four organizing stewards from Local 1245 also took part in the successful organizing drive at Electrolux in Tennessee. "The most memorable [part of the experience] was seeing the employees' facial expressions when we wholeheartedly told them why we were there, and reassuring them that we stand together with them," said Organizing Steward Mary Corrente. "They couldn't believe we took time away from our everyday lives to come speak to them and see firsthand what they were dealing with at work."

Local 1245 continues to push for the expansion of apprenticeship training programs. In October, Local 1245 and Sacramento Regional Transit (SRT) received state certification from the California Department of Industrial Relations for what is now the first state-certified, journey-level bus mechanic apprenticeship program in northern California.

In outside construction, the work outlook is very strong, with 1,780 dispatches as of Oct. 1 last year. In 2017, we expect to see an increase in all types of work, including distribution, transmission, substation and underground.

Rebecca Band, P.S.



Local 1245 activists assembled in September at the local's campaign kick-off at Weakley Hall in Vacaville, CA, in preparation for the 2016 election season.

### Annual Clambake & Raffle

L.U. 1249 (catv,lctt,o,t&u), SYRACUSE, NY — A big congratulations to James Kennedy, retired Local 1249 journeyman tree man, the winner of the 2016 Polaris Ranger and trailer. We started selling tickets in September of 2015 and raffled off the prize this past August at the 2016 IBEW Local 1249 Annual Clambake. We only had 1,500 tickets to sell, and James bought the winning ticket at the clambake! Stay tuned to see what Local 1249 will raffle off at the 2017 clambake!

Local 1249's annual Golf Tournament and ARC (Active Retirees Club) Dinner were held in September, a little later than usual due to a busy 2016 for the local. Congratulations to the tournament winners: James Riester, Todd Riester, Andy Riester and Tony Wood. Also, congratulations to individual winners Tony Wood for scoring the longest drive, and Bus. Mgr. Mark Lawrence for scoring closest to the pin. We look forward to next year's event!

Jennifer Schneider, P.S.



Local 1253 congratulates 2016 apprentice graduates. From left to right: graduates Gary Nichols, Tim Trefts, Keith Hurley, Paul Moore, Devon Sabasteanski; Instructor Ed Peteraf (front); graduate Nathaniel Walden (back); graduate Richard Monkman; Instructors Bill Heavener and Pat Dauphinee; and graduate Al Condon. Not pictured: graduate Harlan Small.



Local 1249 Vice Pres. Henry Westbrook (left) congratulates raffle winner, retired Bro. James Kennedy.

### Graduates & Service Pins

L.U. 1253 (i&mo), AUGUSTA, ME — On July 8 last year, Local 1253/Boston Chapter NECA held our apprenticeship graduation. We congratulate the apprentice graduates: Al Condon, Richard Monkman, Paul Moore, Gary Nichols, Devon Sabasteanski, Harlan Small, Tim Trefts, Nate Walden and Keith Hurley. Keith has attained his journeyman wireman classification.

Local 1253 held its annual picnic on July 23. The local would like to thank fourth-year apprentices Chase Burris, James Cinsov, Mark Dolloff and Derek Proctor for organizing the picnic.

The following members received their IBEW service pins at the picnic: Reggie Dumont, for 65 years of



Local 1393 convention delegates gather at Henry Miller Museum site: front row, Ivan Baker (left), Bus. Mgr. Robert C. Fox, Mark Kelley; back row, John Cochran, Kevin Crull, Randy Gardiner, Pres. Mike Edwards, Zach Kolb and Brent Lewis.

service; David Trider, 60 years of service; Donald Dupont, 60 years; Harry Lyons, 40 years; John Silke, 30 years; Chuck Fraser, 30 years; Eugene Hirst, 20 years; and for five years of service, David Churchill, Reginald Johnson and Michael Veilleux. It was a beautiful day and lobsters and steak were enjoyed by all.

Scott Cuddy, P.S.

### 'Exciting Events for Local'

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN — Recent months have included some exciting events for Local 1393! The local was pleased to have enough volunteers to attend four 2016 Labor Day celebrations around the state and promote our local.

Our Local 1393 Pres. Mike Edwards was named "Union Member of the Year" by one of the Central Labor Councils. Our local union delegates to the IBEW 39th International Convention were able to attend the opening of the Henry Miller Museum and view the local's column promoting our donation and support of this project.

As we've turned the corner into 2017, we continue to look forward to making a difference for our members, and the communities in which our members live. Happy new year!

Robert C. Fox, B.M./F.S.

### A 2016 Boom in Work

L.U. 1579 (i&o), AUGUSTA, GA — Boom time in Local 1579! Although we have been very busy for some time now, it seems to have gotten even busier as of this October 2016 writing. On top of what we already have, we will need to add at least another 100 for the upcoming outage at Plant Vogtle. We have a baseball stadium project that has been on hold. However, I have been informed that this should be starting shortly.

In an effort to attract and maintain manpower, employers have been approached and encouraged to pay incentives. Most resist this idea but some have decided to do this. When we have jobs available that are paying above scale, it will be advertised on our job line.

As we begin this new year, we carry the IBEW's



# In Memoriam

reputation on our shoulders. Doing the very best job that we can do will preserve the future of this great union. When you have a bad day, remember that we are brothers and sisters who can support each other. When you have a great day, share that information with each other.

Let's forge ahead with confidence that we will make the IBEW better tomorrow than it is today.

*Will Salters, B.M./F.S.*



## 70-Year Service Award

*St. John's, Newfoundland, Canada, Local 1615 Treas. Terry Bouzane (right) proudly presents a 70-year service pin to retired member Harry T. Pinsent.*

## IBEW Life Saving Awards

L.U. 1837 (rtb&u), MANCHESTER, ME — Two Local 1837 members working at Central Maine Power were presented IBEW Life Saving Awards, in highest commendation for their rescue of a man trapped inside a burning pickup truck after a crash.

It was just an ordinary Thursday afternoon this past June that quickly turned extraordinary when CMP line workers Andrew Grant and Paul Reynolds came upon a car/pole accident in Bridgton, Maine.

"We saw the truck was on its driver's side and was on fire," Bro. Reynolds said. "There were secondaries (power lines) down there barking and arcing. Then we realized there was no one out of the vehicle yet!"

After Reynolds struggled at first to break the window with a gloved hand, Grant grabbed a set of pliers to smash it and pulled the man out before the truck was fully engulfed in flames.

"We were at the right place at the right time," Reynolds added.

As paramedics tended to the accident victim, Reynolds and Grant tended to the downed power lines to make the scene safe.

"We appreciate the acknowledgement but don't feel like any heroes," Bro. Grant said.

A statement by the Bridgton Police Department on its Facebook page noted of the IBEW members: "If not for their bravery and quick thinking, this story could have had a much different headline."

"It could've been any one of our family members in that vehicle," IBEW Local 1837 Bus. Mgr. Dick Rogers said. "They were just there to help."

*Matthew Beck, B.R./Organizer*



*Local 1837 line workers Andrew Grant (left) and Paul Reynolds received IBEW Life Saving Awards at August 2016 Executive Board meeting.*

## Members for Whom PBF Death Claims were Approved in November 2016

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Auer, D. R.	10/2/16	58	Hickcox, R. E.	9/29/16	270	Woods, E. C.	10/3/16	648	Holderbach, T. L.	10/5/16
1	McCutchen, R. E.	6/21/16	58	Leto, F. J.	9/19/16	271	Phillips, W. B.	8/5/16	649	Laughlin, R. R.	8/19/16
1	Phillips, F. D.	9/5/16	58	Taylor, T. R.	10/4/16	278	Nall, C. E.	10/3/16	649	Wardein, R. L.	8/19/14
1	Schumm, A. F.	9/12/16	60	Wurzbach, W. M.	10/8/16	280	Dauids, T. P.	10/14/16	683	Burns, L. D.	10/13/16
1	Wilga, J. C.	9/18/16	66	Moore, H. L.	7/7/16	280	Johnson, R. L.	4/26/16	683	Temple, E. L.	10/15/16
3	Aviles, A.	10/1/16	66	Morris, T. G.	7/4/16	280	Lathrop, L. W.	9/23/16	683	Walter, C. A.	9/2/16
3	Bacchus, N.	3/17/16	66	Rodgers, M.	7/8/16	291	Wagner, M. H.	6/1/16	684	Eckles, B.	8/9/14
3	Brown, G. R.	9/18/16	66	Taylor, H.	9/15/16	292	Nogle, J. T.	5/7/14	697	Cole, J. L.	10/4/16
3	Delio, D.	9/26/16	66	Wooley, J. A.	10/1/16	295	McNeil, C. G.	6/26/16	697	Payne, C. E.	9/16/16
3	Depuy, W. E.	9/23/16	68	Cowperthwaite, T. R.	10/6/15	295	Ross, D. R.	9/22/16	697	Stacy, F.	5/2/15
3	Devitt, P. C.	10/4/16	70	Bower, W. E.	3/31/15	302	McKenzie, M. B.	9/25/16	712	Marino, J. J.	10/4/16
3	Duffy, R. J.	7/11/14	76	Hayes, W.	11/4/15	303	Wikston, R. R.	9/16/16	716	Cox, J. B.	10/18/16
3	Grabfelder, S. E.	9/29/16	76	Paul, C. E.	10/1/16	305	McDougall, J. W.	8/6/16	716	Hill, L. W.	9/24/16
3	Horrigan, J. J.	8/20/16	80	Marable, R. G.	5/29/16	317	Mullins, C. R.	9/15/16	716	Madison, B. S.	1/16/16
3	Ingram, L. S.	8/9/14	82	Howard, E.	6/12/16	332	Speziale, D. M.	9/7/16	716	Sherrill, M. E.	9/27/16
3	Jaipersaud, M.	8/14/16	84	Anthony, J. O.	8/31/16	340	Madden, C. T.	10/11/16	716	Smith, W. J.	10/15/16
3	Mannino, J. S.	10/5/16	84	Duncan, J. K.	9/21/16	343	Guyse, J. H.	9/25/16	716	Toney, J. D.	9/5/16
3	Manzi, F. J.	10/13/16	84	Harris, G. W.	9/9/16	347	Larrington, H. L.	9/18/16	725	Thacker, D. D.	9/30/16
3	McNally, P. P.	10/1/16	90	Colella, J. A.	10/14/16	349	Atkinson, W. D.	10/1/16	728	Hinkle, D. C.	4/16/16
3	Miceli, P.	9/27/16	96	Ambrose, W. J.	3/17/15	349	Dominix, R. P.	8/25/16	728	Mohr, F.	10/12/16
3	Murray, R. J.	9/29/16	97	Magill, K. E.	2/1/16	349	Kaplan, E. E.	7/4/16	756	Sullens, S. B.	10/10/16
3	O'Connor, J. J.	9/4/16	97	Savage, J. W.	6/22/16	351	Diehl, L. J.	8/6/16	760	Mayfield, K. W.	9/29/16
3	Papola, N.	9/30/16	98	Haley, J. A.	4/17/16	351	Kelly, R. F.	9/17/16	773	Rowland, K. E.	10/28/16
3	Pecci, J.	10/18/16	98	Minford, T. E.	10/19/16	351	Loper, G. I.	10/14/16	773	Stokes, M. O.	10/21/16
3	Quinonez, J. J.	9/2/16	98	Spataro, M. J.	10/9/16	353	Brown, H. M.	6/27/15	776	McCutcheon, J. L.	10/3/16
3	Rankin, R.	3/13/16	100	Yang, B.	7/8/16	353	Burns, J. G.	4/4/16	812	Robinson, B. W.	9/28/16
3	Rosenberg, N. S.	10/5/16	102	Bingham, J. R.	10/7/16	353	Dickson, S.	8/21/16	824	Keene, E. H.	9/29/16
3	Sacchitello, P. A.	4/21/16	102	Cheche, P. V.	8/15/16	353	Horton, G. R.	10/22/16	855	Rutledge, C. R.	9/12/16
3	Swartz, D.	9/12/16	102	Johnson, W. W.	8/26/16	353	Jaeger, H.	10/10/16	870	Smeltzer, M. R.	10/11/16
3	Todaro, I.	10/4/16	103	Degnan, J. P.	9/14/16	353	Kelman, M.	10/4/16	873	Turner, L. G.	9/20/16
3	Von Dwinglo, T.	5/28/14	103	Foley, E. M.	5/1/16	353	Muschall, H.	10/1/16	876	Dillon, R. D.	7/31/16
5	Kelly, J. T.	10/4/16	103	Fox, J. T.	10/13/16	353	O'Neill, M. W.	10/14/16	876	Zuern, R. W.	10/8/16
6	Lindquist, J. M.	9/18/16	103	Hynes, R. E.	9/17/16	353	Robbins, M.	10/24/16	890	Breckling, G. E.	9/24/16
6	Vega, A. J.	2/22/16	103	Leary, T. R.	9/28/16	357	Marsaw, T. O.	10/17/16	906	VanOss, G. F.	9/26/16
7	Connor, R. E.	8/26/16	103	Metcalf, P. E.	10/26/16	357	York, L.	10/17/16	914	Rawle, R. G.	9/18/16
9	Portwood, R. M.	10/2/16	103	Mitrano, A.	4/12/09	364	Smith, R. T.	9/18/16	952	Lee, J. E.	9/27/16
11	Bukowski, M. A.	10/11/16	103	Warren, W. M.	8/4/16	369	Atzinger, G. S.	8/24/16	968	Coutu, D. P.	7/10/16
11	Calderon, C. S.	9/25/16	105	Cheevers, J. E.	8/24/16	369	Davenport, W. S.	9/24/16	1077	Talley, R. W.	9/29/16
11	Couce, F. F.	8/20/16	112	Kramar, P. E.	10/8/16	369	Evans, M. L.	10/14/16	1141	Jenkins, J. R.	7/22/16
11	Doyle, R.	8/24/16	113	Wilcox, R. L.	4/27/15	369	Mitchell, K.	10/9/16	1141	Mansel, J. D.	12/31/15
11	Duran, G. C.	12/25/14	120	Leslie, A.	6/4/16	369	Nance, J. R.	9/14/16	1186	Nakao, S. T.	9/1/16
11	Gusiff, J. P.	8/31/16	124	Hatch, D. K.	8/24/16	379	Collins, R.	9/22/16	1186	Shimabukuro, D. Y.	9/10/16
11	Logan, C. B.	9/9/16	125	Cody, R. F.	10/5/16	382	Dixon, L. J.	9/4/16	1205	Duke, J. R.	12/12/14
11	Stutesman, J. C.	6/27/16	125	Howell, R. D.	8/16/16	397	Barnett, W. L.	9/16/16	1205	Szurgot, Z. L.	9/7/16
13	Dodge, J. L.	10/8/16	125	Utehs, G. H.	8/29/16	413	Bowers, D. C.	9/23/16	1205	Walsh, V. D.	10/8/16
13	Korell, K. D.	10/2/16	126	Brumbaugh, B. B.	10/5/16	413	Steen, T. H.	10/3/16	1245	Byington, B. D.	11/28/15
16	Clem, P. E.	10/2/16	126	Nicklow, R. W.	10/10/16	424	Howard, J. A.	8/10/16	1249	Pearce, B. B.	7/18/16
16	Hall, R. E.	8/27/16	126	Smoczek, C. G.	9/17/16	424	Morris, B. D.	8/26/16	1377	Neuman, L.	9/30/16
17	Mills, D. A.	9/25/16	131	Rice, M.	9/22/16	426	Adams, R. E.	9/21/16	1377	Previte, J. L.	9/29/16
18	Batts, C. J.	8/21/16	134	Beno, G. P.	11/21/13	429	Dugan, J. P.	7/26/16	1426	Dallmann, E. E.	9/1/16
18	Griggs, T. D.	8/29/16	134	Cecil, C. D.	10/3/16	429	Feith, C. S.	10/11/16	1547	Thebeau, R. L.	4/7/16
18	Morrell, L. A.	11/2/13	134	Majchrzak, J. M.	10/15/16	440	Hayes, T. R.	7/24/16	1547	Waddell, L. S.	10/8/16
18	Pete, M. P.	9/10/16	134	Mistro, H. R.	10/3/16	449	Ehlert, F. F.	10/27/16	1573	Pickles, S. S.	10/7/16
18	Saathoff, J. R.	9/28/16	134	Mueller, K. W.	9/5/16	449	Fadness, D. E.	9/6/16	1579	Parrish, J. E.	10/17/16
18	Yasuhara, V. S.	9/23/16	134	Pentland, E. D.	9/13/16	456	Morris, W. G.	10/4/16	1701	Brown, J. L.	10/10/16
20	Farrell, W. S.	8/27/16	134	Rhenborg, K. A.	9/30/13	456	Schein, R. J.	9/29/16	1701	Trogden, G. B.	8/30/16
20	Jones, J. S.	10/9/16	134	Scott, R. E.	9/30/16	466	Searls, D. C.	8/25/16	1759	Zimmerschied, R. R.	8/28/16
20	Mayhall, C. W.	4/15/16	134	Stlaske, L. J.	10/8/16	474	Saunders, J. E.	9/28/16	2295	Lynch, R. A.	7/1/14
20	Webb, T. D.	10/5/16	134	Storz, G. L.	7/27/16	481	Adams, J. W.	10/23/16	I.O. (3)	Mulhall, T. A.	11/24/14
22	Reynolds, A. G.	10/17/16	134	Todd, R. R.	9/15/16	481	Moore, R. L.	3/13/16	I.O. (3)	Reilly, J. W.	5/1/16
25	Burns, R. A.	10/17/16	145	Jones, T. K.	8/23/16	481	Wilkinson, B. J.	12/9/15	I.O. (5)	O'Roark, J. W.	10/8/16
25	Neumeyer, J. J.	9/30/16	145	Leatherman, L.	9/20/16	494	Cegla, T.	8/19/16	I.O. (76)	Walker, G. W.	9/8/16
25	Norton, J. J.	8/28/16	145	Lichtenstein, E. P.	9/30/16	494	Radzin, B. K.	10/21/16	I.O. (134)	Cotton, R.	9/16/16
25	Rosche, H. C.	9/12/16	145	Menz, G. D.	9/26/16	494	Sette, N. A.	9/26/16	I.O. (233)	Sanders, B. J.	8/25/16
26	Anderson, D. M.	8/27/11	152	Hill, A. G.	9/26/16	499	Holcomb, R. D.	9/24/16	I.O. (306)	Brumbaugh, R. D.	8/15/16
29	Ritter, J. S.	10/28/16	153	Borr, A. W.	10/19/16	502	McCaskill, L. G.	10/8/16	I.O. (332)	Dale, C. E.	9/25/16
32	Kipker, N. J.	10/1/16	159	Voight, R. H.	10/8/16	518	Goodwin, M. D.	9/28/16	I.O. (443)	Weldon, J. D.	10/11/16
35	Rady, C. H.	10/2/16	159	Ward, D. D.	7/29/16	520	Holder, R. W.	10/4/16	I.O. (1191)	Farrell, M. R.	6/15/16
38	Egan, J. F.	10/21/16	163	Smith, D. E.	10/18/16	527	Self, W. J.	10/3/16	I.O. (1323)	Morin, J. R.	8/21/15
38	Otis, J. A.	9/20/16	164	Apice, S. J.	10/6/16	530	DeJong, J.	6/16/16	I.O. (1347)	Gilligan, M. E.	10/7/16
38	Pickett, J. R.	9/9/16	164	Bioletti, J. A.	10/14/16	530	Harrison, M. P.	9/29/16	Pens. (3)	Walters, R. E.	9/16/16
38	Tilocco, F.	10/26/16	164	Brothers, R. W.	8/8/16	531	Ritchie, J. D.	10/1/16	Pens. (101)	Singleton, L. R.	9/5/16
41	Kaylor, R. E.	10/2/16	164	Donlay, T. F.	9/18/16	551	Muggli, A. L.	3/27/15	Pens. (I.O.)	Banner, J. E.	10/6/16
43	Ryan, W. L.	10/16/16	164	O'Neill, B. P.	9/8/16	557	Petro, R. C.	10/16/16	Pens. (I.O.)	Brown, R. E.	9/13/16
43	Songer, L. J.	9/18/16	175	Taylor, R. L.	10/16/16	558	Hamilton, R. L.	9/4/16	Pens. (I.O.)	Cook, H. A.	10/18/16
44	Krell, K. L.	8/19/16	177	McDonald, R. L.	10/7/16	558	Holt, F. D.	10/9/16	Pens. (I.O.)	Davis, W. S.	10/10/10
46	Howatson, R. V.	6/8/16	193	Anderson, J. L.	1/29/16	558	Hood, T. L.	10/6/16	Pens. (I.O.)	Gray, D. P.	8/26/16
46	PHELPS, R. B.	9/16/16	194	Biggs, H. T.	10/11/16	558	Kerr, H.	9/19/16	Pens. (I.O.)	Hansen, P. M.	5/24/14
47	Lueck, W. A.	8/25/16	194	Buchanan, C. R.	10/17/16	558	Moore, J. K.	9/22/16	Pens. (I.O.)	Kesler, D. L.	10/15/16
47	Pangburn, L. R.	9/4/16	196	Stevens, A. J.	8/13/16	573	Gallagher, T. F.	9/16/16	Pens. (I.O.)	Mitchell, V. I.	8/22/16
48	Harmsen, R. J.	9/3/15	210	Butler, E. M.	7/29/16	577	Tapio, H. W.	10/10/16	Pens. (I.O.)	Padilla, J.	9/3/16
48	Jirenc, W.	6/7/16	212	Schrand, R. P.	10/19/16	602	Cogburn, J. H.	6/25/16	Pens. (I.O.)	Pelletier, J. J.	10/4/16
48	Johnston, E. L.	9/7/16	213	Macrae, S. J.	10/16/16	602	Shoemaker, R. A.	9/22/16	Pens. (I.O.)	Piscitello, S.	9/30/16
48	Jones, D. G.	8/20/16	226	Cain, D. S.	6/19/16	606	Tiedemann, C. D.	10/6/16	Pens. (I.O.)	Putnam, R. E.	10/20/16
48	Spencer, G. W.	8/30/16	229	McKim, T. P.	10/5/16	606	Welch, C. L.	9/24/16	Pens. (I.O.)	Ragan, R. B.	10/24/16
51	Dickson, G. C.	9/16/16	230	Kitchen, J. I.	9/10/16						



## Report of Independent Auditors

To the International Executive Council of the International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union), which comprise the consolidated statements of financial position as of June 30, 2016 and 2015, and the related consolidated statements of activities and changes in net assets and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2016 and 2015, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

*Calibre CPA Group, PLLC*

Bethesda, MD  
August 17, 2016

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2016 AND 2015

	2016	2015
<b>Assets</b>		
<b>Cash and cash equivalents</b>	\$ 10,775,106	\$ 13,401,123
<b>Receivables</b>		
Loans and advances to chartered bodies	538,500	517,500
Per capita tax receivable	9,940,676	10,952,702
Unbilled rent	5,090,837	3,320,841
Accrued interest and dividends	531,196	530,361
Security sales pending settlement	1,159,466	654,994
Other	3,181,210	1,820,994
Total receivables	20,441,885	17,797,392
<b>Investments – at fair value</b>	431,772,402	450,151,104
<b>Property and equipment – at cost</b>		
Land, building and improvements	135,449,532	133,266,733
Furniture and equipment	45,497,972	46,284,835
	180,947,504	179,551,568
Accumulated depreciation	(63,191,771)	(59,185,061)
Net property and equipment	117,755,733	120,366,507
<b>Other assets</b>		
Deferred leasing, organization and financing costs (net of amortization)	3,321,211	3,473,049
Prepaid expenses	2,804,453	958,622
Inventory of merchandise and office supplies, at cost	1,129,132	1,184,987
Other	150,423	622,517
Total other assets	7,405,219	6,239,175
<b>Total assets</b>	<b>\$ 588,150,345</b>	<b>\$ 607,955,301</b>

## Liabilities and Net Assets

### Liabilities

Accounts payable and accrued expenses	\$ 7,702,951	\$ 5,124,840
Due to Trust for the IBEW Pension Benefit Fund	971,672	487,481
Excess of projected benefit obligation over pension plan assets	70,804,863	50,250,534
Liability for postretirement benefits	63,801,000	170,077,000
Security purchases pending settlement	1,509,614	7,624,246
Deferred per capita tax revenue	8,924,040	7,689,664
Reciprocity Agreement funds pending settlement	5,137,281	9,856,219
Mortgage loan payable	48,766,062	52,262,295
Other	781,682	1,210,330
<b>Total liabilities</b>	<b>208,399,165</b>	<b>304,582,609</b>

### Unrestricted net assets

Appropriated for additional postretirement benefits	146,140,000	–
Unappropriated	233,611,180	303,372,692
<b>Total net assets</b>	<b>379,751,180</b>	<b>303,372,692</b>
<b>Total liabilities and net assets</b>	<b>\$ 588,150,345</b>	<b>\$ 607,955,301</b>

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities and Changes in Net Assets

YEARS ENDED JUNE 30, 2016 AND 2015

	2016	2015
<b>Operating revenue</b>		
Per capita tax	\$ 131,370,617	\$ 129,568,708
Initiation and reinstatement fees	1,701,024	1,539,348
Rental income, net	12,318,969	10,909,543
Sales of supplies	843,791	942,433
Other income	4,897,949	4,282,480
Total operating revenue	151,132,350	147,242,512
<b>Operating expenses</b>		
<b>Program services expenses</b>		
Field services and programs	101,752,550	99,576,262
Media relations	8,155,402	8,340,526
Industry trade programs	16,804,290	16,119,329
Per capita tax expense	7,247,995	7,239,467
Legal defense	2,686,681	2,747,985
Total program services	136,646,918	134,023,569
<b>Supporting services expenses</b>		
Governance and oversight	6,893,602	6,853,380
General administration	8,528,984	7,267,379
Total supporting services	15,422,586	14,120,759
Total operating expenses	152,069,504	148,144,328
<b>Change in net assets from operations before investment and other income</b>	<b>(937,154)</b>	<b>(901,816)</b>
<b>Investment income</b>		
Interest and dividends	6,579,893	6,477,014
Net appreciation (depreciation) in fair value of investments	(4,674,659)	14,128,916
Investment expenses	(1,321,980)	(1,238,867)
Net investment income	583,254	19,367,063
<b>Other income (expense)</b>		
Gain on sale of property and equipment	1,944	11,947
Currency translation adjustment	(1,355,932)	(1,416,376)
Total other income (expense)	(1,353,988)	(1,404,429)
<b>Change in net assets from operations after investment and other income</b>	<b>\$ (1,707,888)</b>	<b>\$ 17,060,818</b>



<b>Change in net assets from operations after investment and other income</b>	\$ (1,707,888)	\$ 17,060,818
<b>Defined benefit pension and postretirement benefit changes other than net periodic benefit cost</b>		
Settlement gain – postretirement health care benefits	117,025,000	–
Pension benefits	(30,330,160)	(6,354,446)
Postretirement health care benefits	(8,608,464)	4,509,280
<b>Appropriation of net assets to fund postretirement benefits not yet accrued</b>	(146,140,000)	–
<b>Change in unrestricted net assets, unappropriated</b>	(69,761,512)	15,215,652
<b>Unrestricted net assets, unappropriated</b>		
Beginning of year	303,372,692	288,157,040
End of year	\$ 233,611,180	\$ 303,372,692
<b>Unrestricted net assets, appropriated</b>		
Beginning of year	\$ –	\$ –
Appropriation of net assets to fund postretirement benefits not yet accrued	146,140,000	–
End of year	\$ 146,140,000	\$ –

**Reconciliation of change in net assets to net cash provided by (used for) operating activities**

Change in net assets	\$ 76,378,488	\$ 15,215,652
Noncash charges (credits) included in income		
Depreciation and amortization	6,138,493	6,260,732
Net appreciation in fair value investments	4,674,659	(14,128,916)
(Gain) loss on sale of property and equipment	(1,944)	(11,947)
Settlement gain – postretirement health care benefits	(117,025,000)	–
Currency translation adjustment	1,355,932	1,416,376
Changes in accruals of operating assets and liabilities		
Receivables	(349,025)	1,678,424
Unbilled rent receivable	(1,769,996)	(750,526)
Other assets	(1,317,882)	(616,887)
Excess or deficiency of pension plan assets over projected benefit obligation	20,554,329	(3,342,630)
Accounts payable and accrued expenses	2,578,111	493,928
Accrued postretirement benefit cost	10,749,000	1,110,000
Deferred revenue	1,234,376	(120,939)
Reciprocity Agreement funds pending settlement	(4,718,938)	6,412,393
Payroll deductions and other liabilities	55,543	391,096
Net cash provided by (used for) operating activities	\$ (1,463,854)	\$ 14,006,756

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE 30, 2016 AND 2015

	2016	2015
<b>Cash flows from operating activities</b>		
Cash flows from		
Affiliated chartered bodies	\$ 136,161,834	\$ 133,287,110
Interest and dividends	6,579,058	6,447,831
Rental income	10,548,973	10,159,017
Participant contributions collected on behalf of PBF	69,192,666	63,681,258
Reimbursement of administrative expenses from PBF	2,500,000	2,600,000
Other	4,897,949	11,031,670
Cash provided by operations	229,880,480	227,206,886
Cash paid for		
Salaries, payroll taxes, and employee benefits	(104,488,848)	(98,889,840)
Service providers, vendors and others	(47,862,354)	(40,711,774)
Participant contributions remitted to PBF	(68,908,475)	(63,330,527)
Per capita tax	(7,247,995)	(7,239,467)
Interest	(2,836,662)	(3,028,522)
Cash used for operations	(231,344,334)	(213,200,130)
Net cash provided by (used for) operating activities	(1,463,854)	14,006,756
<b>Cash flows from investing activities</b>		
Loans and advances made to chartered bodies	(21,000)	–
Repayments on loans and advances made to chartered bodies	–	21,500
Purchase of property and equipment	(3,517,174)	(4,865,930)
Purchase of investments	(221,534,266)	(221,196,109)
Proceeds from sale of property and equipment	143,237	1,696,155
Proceeds from sale of investments	248,031,629	216,707,056
Net short-term cash investment transactions	(19,412,424)	5,176,076
Net cash provided by (used for) investing activities	3,690,002	(2,461,252)
<b>Cash flows from financing activities</b>		
Payments on mortgages and other notes	(3,496,233)	(3,305,270)
Net cash used for financing activities	(3,496,233)	(3,305,270)
<b>Effect of exchange rate changes on cash</b>	(1,355,932)	(1,416,376)
<b>Net increase (decrease) in cash</b>	(2,626,017)	6,823,858
<b>Cash and cash equivalents</b>		
Beginning of year	13,401,123	6,577,265
End of year	\$ 10,775,106	\$ 13,401,123

## International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2016 AND 2015

**Note 1. Summary of Significant Accounting Policies**

**Nature of Operations** — The International Brotherhood of Electrical Workers (International Union) is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

**Basis of Presentation** — The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99% and the IBEW Relocation Holdings LLC, of which the International Brotherhood of Electrical Workers is the sole member. The IBEW Headquarters Building LLC holds title to real estate, an office building that was acquired in June 2004, which beginning late-January 2005 serves as the headquarters for the International Brotherhood of Electrical Workers. The IBEW Relocation Holdings LLC's purpose is to acquire, hold, own, maintain, hold for investment, operate, lease, convey interests in, mortgage or otherwise encumber, sell, exchange or dispose of, and otherwise invest in and deal with real estate property and any personal or intangible property associated with the real estate. All inter-organization accounts and transactions have been eliminated in consolidation.

The International Union appropriates a portion of unrestricted net assets representing the estimated liability for additional postretirement benefits not yet accrued.

**Method of Accounting** — The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

**Investments** — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2016 and 2015 were settled in July 2016 and July 2015, respectively.

**Accounts Receivable** — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a balance of \$237,434 and \$-0- at June 30, 2016 and 2015, respectively.

**Property and Equipment** — Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10–40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2–10 years

**Inventory** — The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the selling price of items held.

REPORT OF INDEPENDENT AUDITORS *continued on page 14*



**Canadian Exchange** — The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the consolidated statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statement of activities.

**Statements of Cash Flows** — For purposes of the consolidated statement of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

**Estimates** — The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

**New Accounting Pronouncement** — In 2015, Accounting Standards Update (ASU) 2015-07 was issued by the Financial Accounting Standards Board. ASU 2015-07 removes the requirement to categorize within the fair value hierarchy all investments for which fair value is measured using the net asset value per share practical expedient. ASU 2015-07 becomes effective for years beginning after December 15, 2016. The International Union has elected early implementation of this standard. Previously reported financial information has been restated to present that information on a comparative basis.

### Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code. The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes. Income of these companies is taxed to the members in their respective returns. The International Union's Forms 990, Return of Organization Exempt from Income Tax, and Form 990-T, Exempt Organization Unrelated Business Income Tax Return, for the years ended June 30, 2013 through 2015 are subject to examination by the Internal Revenue Service, generally for three years after they were filed.

### Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value per share as reported by the investee, while the fair values of investments in limited partnerships are estimated based on financial information provided by each partnership.

	June 30, 2016	
	Cost	Fair Value
Short-term cash investments	\$ 31,288,262	\$ 31,288,262
Government and government agency obligations	30,780,022	31,125,782
Corporate bonds and notes	37,711,075	36,998,047
Stock	134,162,315	163,721,376
Mortgage loans	2,398,498	2,501,501
Mutual funds	361,666	385,627
103-12 entities	73,377,651	120,252,759
Limited partnership	14,600,000	14,712,223
Other alternative investments	16,520,064	12,530,524
AFL-CIO Housing Investment Trust	18,084,602	18,256,301
	<u>\$ 359,284,155</u>	<u>\$ 431,772,402</u>

	June 30, 2015	
	Cost	Fair Value
Short-term cash investments	\$ 11,878,207	\$ 11,878,207
Government and government agency obligations	41,916,646	41,517,910
Corporate bonds and notes	44,198,528	42,921,237
Stock	134,771,893	179,735,402
Mortgage loans	2,558,370	2,661,373
Mutual funds	361,666	455,518
103-12 entities	79,545,076	124,833,036
Limited partnership	14,600,000	15,504,413
Other alternative investments	15,260,055	13,303,488
AFL-CIO Housing Investment Trust	17,646,492	17,340,520
	<u>\$ 362,736,933</u>	<u>\$ 450,151,104</u>

### Fair Value Measurement

Accounting Standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority

to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 inputs) and the lowest priority to unobservable inputs (Level 3 inputs). The three levels of the fair value hierarchy are described below:

### Basis of Fair Value Measurement

- Level 1 Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities
- Level 2 Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly
- Level 3 Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2016, and a summary of the changes in fair value of the Plan's level 3 assets for the year ended June 30, 2016. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 31,288,262	\$ -	\$ 31,288,262	\$ -
Stock	163,721,376	148,104,036	-	15,617,340
Corporate bonds and notes	36,998,047	-	36,998,047	-
Government and government agency obligations	31,125,782	7,590,209	23,535,573	-
Mortgage loans	2,501,501	-	2,501,501	-
Mutual funds	385,627	385,627	-	-
Limited partnerships	14,712,223	-	-	14,712,223
Total	<u>280,732,818</u>	<u>\$ 156,079,872</u>	<u>\$ 94,323,383</u>	<u>\$ 30,329,563</u>
Investments measured at net asset value*	151,039,584			
Investments at fair value	<u>\$ 431,772,402</u>			

Changes in Level 3 Category	Stock	Limited Partnerships	Total
Beginning Balance - 7/1/2015	\$ 15,617,340	\$ 15,504,413	\$ 31,121,753
Net losses (realized/unrealized)	-	(792,190)	(792,190)
Purchases	-	-	-
Sales	-	-	-
Transfers in/out Level 3	-	-	-
Ending Balance - 6/30/2016	<u>\$ 15,617,340</u>	<u>\$ 14,712,223</u>	<u>\$ 30,329,563</u>

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2015, and a summary of the changes in fair value of the Plan's level 3 assets for the year ended June 30, 2015. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 11,878,207	\$ -	\$ 11,878,207	\$ -
Corporate stock	179,735,402	164,118,062	-	15,617,340
Corporate bonds and notes	42,921,237	-	42,921,237	-
Government and government agency obligations	41,517,910	14,207,420	27,310,490	-
Mortgage loans	2,661,373	-	2,661,373	-
Mutual funds	455,518	455,518	-	-
Limited partnerships	15,504,413	-	-	15,504,413
Total	<u>294,674,060</u>	<u>\$ 178,781,000</u>	<u>\$ 84,771,307</u>	<u>\$ 31,121,753</u>
Investments measured at net asset value*	155,477,044			
Investments at fair value	<u>\$ 450,151,104</u>			

Changes in Level 3 Category	Stock	Corporate bonds and notes	Limited Partnerships	Total
Beginning Balance - 7/1/2014	\$ 13,171,558	\$ 2,000,000	\$ 15,056,014	\$ 30,227,572
Net gains (realized/unrealized)	2,556,401	-	448,399	3,004,800
Purchases	-	-	-	-
Sales	(110,619)	(2,000,000)	-	(2,110,619)
Transfers in/out Level 3	-	-	-	-
Ending Balance - 6/30/2015	<u>\$ 15,617,340</u>	<u>\$ -</u>	<u>\$ 15,504,413</u>	<u>\$ 31,121,753</u>



\*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

**Level 1 Inputs**

Equity securities, except the ULLICO Stock, U.S. Treasury bonds and notes, and mutual funds are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period.

**Level 2 Inputs**

Most U.S. Government agency, foreign government obligations, municipal bonds, corporate obligations, and mortgage loans are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that includes inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency.

Cash and cash equivalent investments are valued at cost which approximates fair value.

**Level 3 Inputs**

Corporate stock represents stock holdings of ULLICO Inc. and fair market value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs.

Limited partnerships represent an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union's net assets. The ownership interest percent was 0.2875% and 0.2791% at June 30, 2016 and 2015, respectively. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master Fund's fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds' fair values are reported at net asset value (NAV). Redemptions are restricted to quarterly with a 70-day redemption notice period.

Redemptions may be made quarterly upon 70 days' notice but are subject to the discretion of the General Partner and the liquidity of the Master Fund. The ability of the Fund both to value and withdraw capital depends on its ability to value and redeem shares in the Master Fund, and the Master Fund's ability to value and redeem its shares depends, in turn, on its ability to obtain valuations and redemption proceeds from Portfolio Funds. There are numerous reasons that the Master Fund might not be able to obtain either or both from certain Portfolio Funds as of the effective date of a redemption of shares, including, but not limited to, gates, lock-ups and other liquidity restrictions at the level of the underlying Portfolio Funds. If the Master Fund is unable to redeem its shares, the redemption of the Fund's shares may be delayed.

**Note 4. Investments in Investment Entities**

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the net asset value per share or its equivalent (NAV) of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV.

The International Union's investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the International Union's proportionate share of fees and expenses incurred or charged by these investment entities.

The International Union's risk of loss in these entities is limited to its investment. The International Union may increase or decrease its level of investment in these entities at its discretion. The International Union typically has the ability to redeem its investment from these entities on a daily or quarterly basis but longer lock-up periods can apply to certain investments.

The following table summarizes the International Union's investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2016 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.1	\$ -	Daily, Monthly	One day, 30 days
b. Common/collective trusts	18.3	-	Monthly	15 days
c. INDURE REIT LLC	76.2	-	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day
d. Other alternative investment	12.5	-	Monthly	One Year

The following summarizes the investment strategy for each of the Plan's investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$33.4 million and another in the ULLICO Diversified International Equity Fund for \$10.7 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity market of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. Common/collective trusts represent a single investment in the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) which invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union's alternative investment is comprised of \$12.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

The following table summarizes the International Union's investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2015 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 58.0	\$ -	Daily, Monthly	One day, 30 days
b. Common/collective trusts	17.3	-	Monthly	15 days
c. INDURE REIT LLC	66.8	-	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day
d. Other alternative investment	13.3	-	Quarterly	90 days

The following summarizes the investment strategy for each of the Plan's investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$40.1 million and another in the ULLICO Diversified International Equity Fund for \$17.9 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity market of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. Common/collective trusts represent a single investment in the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) which invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union's alternative investment is comprised of \$13.3 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

**Note 5. Pension Plans**

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2016 and 2015 is summarized as follows:

	2016	2015
Service cost	\$ 15,160,383	\$ 14,121,208
Interest cost	20,597,057	20,171,824
Expected return on plan assets	(27,767,830)	(26,686,241)
Net amortization of loss	3,095,956	2,651,680
<b>Net periodic pension cost</b>	<b>\$ 11,085,566</b>	<b>\$ 10,258,471</b>



Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related changes other than net periodic pension cost for the years ended June 30, 2016 and 2015 are as follows:

	2016	2015
<b>Net actuarial loss</b>	\$ 30,330,160	\$ 6,354,446

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2016 consist of the following:

<b>Net actuarial loss</b>	\$ 110,686,819
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The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2016	2015
<b>Discount rate</b>	4.75%	4.75%
<b>Average rate of compensation increase</b>	4.50%	4.50%
<b>Expected long-term rate of return on plan assets</b>	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2016 and 2015 are summarized as follows:

	2016	2015
<b>Fair value of plan assets</b>	\$416,557,226	\$412,528,196
<b>Projected benefit obligation</b>	487,362,089	462,778,730
<b>Deficiency of plan assets over projected benefit obligation</b>	\$ 70,804,863	\$ 50,250,534

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2016	2015
<b>Discount rate</b>	4.50%	4.75%
<b>Average rate of compensation increase</b>	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2016 and 2015 were as follows:

	2016	2015
<b>Employer contributions</b>	\$21,868,144	\$20,437,247
<b>Employee contributions</b>	1,698,871	1,628,390
<b>Benefit payments</b>	25,195,220	24,406,446

Total expected employer contributions for the year ending June 30, 2017 are \$19.1 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2017	\$26,567,238
2018	27,011,765
2019	27,475,967
2020	28,082,760
2021	28,703,461
Years 2022 – 2026	156,818,189

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2016 and 2015, by asset category, are as follows:

Asset category	2016	2015
<b>Cash and cash equivalents</b>	6%	5%
<b>Equity securities</b>	59%	61%
<b>Debt securities</b>	17%	20%
<b>Real estate and other</b>	18%	14%
	100%	100%

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following is a summary of the inputs used as of June 30, 2016, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2016	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Unitized Pool Investments</b>				
Common stock	\$ 142,317,337	\$ 142,317,337	\$ –	\$ –
Corporate bonds	15,788,818	–	15,788,818	–
U.S. Government and government agency obligations	16,705,743	8,141,873	8,563,870	–
Registered investment companies	749,994	749,994	–	–
Common/collective trusts	15,065,334	–	–	15,065,334
Limited partnership	6,328,778	–	–	6,328,778
	196,956,004	\$ 151,209,204	\$ 24,352,688	\$ 21,394,112
Investments measured at net asset value	188,035,589			
Total	384,991,593			
<b>Non-Pool Investments</b>				
Cash and cash equivalents	849,892	\$ 849,892	\$ –	\$ –
Common/collective trusts	7,251,164	–	–	7,251,164
Canadian Government obligations	3,595,620	1,391,586	2,204,034	–
Corporate obligations	7,927,522	–	7,927,522	–
Common stocks	19,742,763	19,742,763	–	–
	39,366,961	\$ 21,984,241	\$ 10,131,556	\$ 7,251,164
Investments measured at net asset value	1,920,891			
Total	41,287,852			
<b>Other Assets and Liabilities</b>				
Cash	1,566	\$ 1,566	\$ –	\$ –
Accrued investment income receivable	523,766	523,766	–	–
Accounts payable and accrued expenses	(301,856)	(301,856)	–	–
Net transactions pending settlement	303,036	303,036	–	–
Total	526,512	\$ 526,512	\$ –	\$ –
Net assets, total	426,805,957			
Less: share to other employers	(10,248,731)			
Fair value of plan assets	\$ 416,557,226			
The following is a summary of the inputs used as of June 30, 2015, in valuing the assets carried at fair value by the two plans:				
Description	Total Investments at June 30, 2015	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Unitized Pool Investments</b>				
Cash and cash equivalents	\$ 15,886	\$ 15,886	\$ –	\$ –
Common stock	143,082,775	143,082,775	–	–
Preferred stock	98,963	98,963	–	–
Corporate bonds	16,100,631	–	16,100,631	–
U.S. Government and government agency obligations	25,964,642	7,768,301	18,196,341	–
Registered investment companies	1,160,007	1,160,007	–	–
Common/collective trusts	12,287,015	–	–	12,287,015
Limited partnership	6,669,552	–	–	6,669,552
	205,379,471	\$ 152,125,932	\$ 34,296,972	\$ 18,956,567
Investments measured at net asset value	184,185,045			
Total	389,564,516			
<b>Non-Pool Investments</b>				
Cash and cash equivalents	637,925	\$ 637,925	\$ –	\$ –
Common /collective trusts	6,157,619	–	–	6,157,619
Canadian Government obligations	3,300,950	1,476,488	1,824,462	–
Corporate obligations	8,494,537	–	8,494,537	–
Common stocks	19,747,560	19,747,560	–	–
	38,338,591	\$ 21,861,973	\$ 10,318,999	\$ 6,157,619



Investments measured at net asset value	1,648,860				
Total	39,987,451				
<b>Other Assets and Liabilities</b>					
Accrued investment income receivable	520,946	\$	520,946	\$	- \$ -
Accounts payable and accrued expenses	(296,925)		(296,925)		- -
Net transactions pending settlement	(8,118,032)		(8,118,032)		- -
	(7,894,011)	\$	(7,894,011)	\$	- \$ -
Net assets, total	421,657,956				
Less: share to other employers	(9,129,760)				
Fair value of plan assets	\$ 412,528,196				

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2016 and 2015:

Changes in Level 3 Category	Common/ Collective Trusts	Limited Partnerships	Total
Beginning balance - 7/1/2015	\$ 18,444,634	\$ 6,669,552	\$ 25,114,186
Net losses (realized/unrealized)	-	(340,774)	(340,774)
Purchases	102,377,342	-	102,377,342
Sales	(98,505,478)	-	(98,505,478)
Ending balance - 6/30/2016	\$ 22,316,498	\$ 6,328,778	\$ 28,645,276

Changes in Level 3 Category	Common/ Collective Trusts	Limited Partnerships	Total
Beginning balance - 7/1/2014	\$ 21,705,084	\$ 6,476,669	\$ 28,181,753
Net gains (realized/unrealized)	-	192,883	192,883
Purchases	82,498,224	-	82,498,224
Sales	(85,758,674)	-	(85,758,674)
Ending balance - 6/30/2015	\$ 18,444,634	\$ 6,669,552	\$ 25,114,186

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$384,468 and \$473,485 as of June 30, 2016 and 2015, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,080,689 and \$1,030,611 for the years ended June 30, 2016 and 2015, respectively.

#### Note 6. Postretirement Benefits

During the year ended June 30, 2016, the International changed its arrangement for providing medical and prescription coverage for both active and retired employees. These benefits are now provided through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International will no longer report a liability for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these benefits. This plan amendment resulted in a settlement gain of approximately \$110.2 million.

The International Union still provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union, in addition to providing pension benefits.

Postretirement benefit costs for the years ended June 30, 2016 and 2015 include the following components:

	2016	2015
Service cost	\$ 3,125,000	\$ 6,616,000
Interest cost	3,833,000	7,866,000
Amortization of prior service cost	(1,699,000)	(1,699,000)
Total postretirement benefit cost	\$ 5,259,000	\$ 12,783,000

The accumulated postretirement benefit obligation and funded status at June 30, 2016 and 2015 are as follows:

	2016	2015
Postretirement benefit obligation	\$ 63,801,000	\$ 170,077,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$ 63,801,000	\$ 170,077,000

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$3,023,000 and \$6,692,000 for the years ended June 30, 2016 and 2015, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2015 is \$2,236,000.

During the year ended June 30, 2016, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$11,500,000 for medical and prescription coverage for both active and retired employees.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2016	2015
Discount rate	4.75%	4.75%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2016	2015
Discount rate	4.75%	4.75%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2016, were assumed to increase by 8.0% for medical, 8.0% for drugs, 4.25% for dental/vision, 6.0% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 4.25% after 2028. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2016 by \$10,756,000 and \$1,632,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2016 by \$8,733,000 and \$990,000, respectively.

Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year ending June 30, 2017	\$ 2,663,000
2018	2,812,000
2019	2,966,000
2020	3,118,000
2021	3,288,000
Years 2022-2026	19,042,000

The International Union appropriated investments of \$209,941,000 at June 30, 2016 to pay for future postretirement benefit costs.

#### Note 7. Mortgages Payable

The IBEW Headquarters Building LLC (the Company) has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2017	\$ 6,349,298
2018	6,349,298
2019	6,349,298
2020	37,191,698
	56,239,592
Less: interest portion	(7,473,530)
	\$48,766,062

#### Note 8. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International

Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2012, these agreements were extended to December 2022. For the years ended June 30, 2016 and 2015, the International Union recognized as revenue \$1,909,870 and \$1,864,589, respectively.

#### Note 9. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. The General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

#### Note 10. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,500,000 and \$2,600,000, for the years ended June 30, 2016 and 2015, respectively.

In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

#### Note 11. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2017	\$ 9,427,083
2018	9,300,387
2019	8,687,544
2020	8,590,498
2021	8,265,520
Thereafter	42,184,112

#### Note 12. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of financial position.

#### Note 13. Subsequent Events Review

Subsequent events have been evaluated through August 17, 2016, which is the date the financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying financial statements. ■





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.

**EXECUTIVE OFFICERS**Fourth District  
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Donald C. Siegel**THE ELECTRICAL WORKER**Lonnie R. Stephenson  
International PresidentFifth District  
Michael WalterFourth District  
Kenneth CooperEditor  
Lonnie R. StephensonSalvatore J. Chilia  
International  
Secretary-TreasurerSixth District  
Chris J. WagnerFifth District  
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Brueggjenhann**INTERNATIONAL EXECUTIVE COUNCIL**Seventh District  
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Asifa Haniff

Ben Temchine

Sean Bartel

Colin Kelly

Colleen Crinion

Matt Spence

Michael Pointer

Rix Oakland

**FROM THE OFFICERS**

## The Nuclear Option

Lonnie R. Stephenson  
International President

There is a lot of uncertainty about the future these days. But here's something I am certain of: Nuclear power must remain an integral part of our nation's energy portfolio if we want to continue to count on reliable and affordable electricity.

The truth is, we can't keep our energy grid secure and online — all while reducing our carbon footprint — without a renewed commitment to nuclear power.

Just look at the numbers. Nearly 20 percent of our electricity comes from nuclear. And in seven states, nuclear is responsible for the majority of power produced.

And despite the rapid growth of solar and wind over the last decade, the overwhelming majority of clean energy still comes from nuclear.

But nuclear power's future has become uncertain, with nearly a dozen plants scheduled for closure.

The problem for the industry came with the rapid drop in oil and gas prices. With competition from cheap gas, not to mention government subsidized renewables, it started becoming too expensive for utilities to keep their plants up and running.

In communities dependent on these plants for jobs, shutdowns will be devastating. We in the IBEW represent many nuclear workers, so we know how important these jobs are to our families and neighborhoods.

And the pain would reach the customer as well. Nuclear is a baseload energy source, meaning in contrast to solar or wind, it provides constant output, 24-7. Without a reliable baseload energy source, brownouts and blackouts could be a recurring problem.

But we are now starting to see lawmakers step and up and preserve this vital energy sector.

As we report in this issue, the Tennessee Valley Authority just put the first new nuclear facility online in 20 years, built and operated in part by the IBEW. We will also see new plants open in Georgia and South Carolina in the next few years.

And states like New York and Illinois — both threatened by numerous plant closures — are taking action to save their endangered nuclear facilities, passing energy legislation to help keep them running.

Union members, business leaders and industry experts — Republicans and Democrats alike — are coming together to make it clear that energy independence, a cleaner environment and maintaining a steady supply of electricity require nuclear to remain a core part of our energy mix.

There are many issues we as a nation are divided on. Energy security and independence should not be one of them. ■

## How Everyone Can Organize

One of our most important organizing victories in recent memory, the Electrolux factory in Memphis, Tenn., got its start in an unexpected place: the parking lot of a liquor store.

Stanley Reese worked at Electrolux, and because of the low wages, he also worked a second job at a liquor store. He mentioned, one day, how fed up he and his co-workers were at Electrolux, about the broken promises and low wages, and that they were thinking of forming a union. A customer, whose name Reese never even got, suggested he call the IBEW.

At the Membership Development Conference in November, we heard more about one of the most successful organizing campaigns we've had in years. Thousands of line maintenance workers at Asplundh have been voting one crew at a time to join the IBEW. New brothers and sisters are reaching out to nonunion Asplundh workers, telling them about the IBEW.

A few years ago, the IBEW organized nearly all of the assistant attorneys general in New Jersey when a law professor suggested to an unhappy former law student that the IBEW could help.

A lot of people look in the mirror and don't see an organizer. They think there is some magic to it, some training they need in convincing nonunion workers about joining the IBEW.

That's why I bring up these stories. I hope everyone can see there's no magic to organizing. Our members are constantly letting us know about nonunion family members who maybe are thinking they'd be better off with a collective bargaining unit.

Every day, our brothers and sisters talk with people they used to work with. Maybe they hear the disappointment of working a job that doesn't treat you with dignity, changes your schedule without your control, doesn't reward good work or punishes people for insisting on safety on the job.

Then they bring that to their business manager or the local's organizers. And as you can see, thousands of new members join the IBEW and there are new possibilities for them and their families.

That is what we mean when we say "Organize, organize, organize."

That's the organizing we can all do. ■

Salvatore J. Chilia  
International Secretary-Treasurer**HOW TO REACH US**

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

**Send letters to:**

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

Or send by email to: [media@ibew.org](mailto:media@ibew.org)

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## “LETTERS TO THE EDITOR”

### Article ‘Gives Me Hope’

I am from Hawaii, born and raised. I’m surrounded by ex-cons. Pretty much my whole family, both maternal and paternal, are either ex-cons, have a drug habit or live within federal poverty means. Poverty hit us hard here in Waimanalo. Federal and state statistics have documented it for years. Sadly, the native Hawaiian people suffer the most with poverty here.

Today, in the October/November issue of The Electrical Worker, I read “The IBEW Saved His Life, Now He Saves Others” [about a Los Angeles program that offers a second chance at a career in the trades for at-risk and proven-risk residents]. I read a story like this and it gives me hope.

I will put this article up for my family when they say it can’t be done. Mahalo for seeing that everyone is not given the same opportunities that others get, simply because of where we were born. Our life may have been filled with violence and crime but that is what we were raised with. Yet, in that mix we were also raised with love.

With the right guidance, all that heart we put into crime, getting the drugs we need, or getting that free state/federal money, can also be applied to be an honest, law-abiding, contributing citizen. Thank you for seeing that. I wish you could come and bring your 2nd CALL nonprofit here.

*Jessica Spencer, daughter of an IBEW member  
Waimanalo, Hawaii*

### A Great Career

I joined Bay City, Mich., Local 692 on August 7, 1978. My acceptance was partly due to the construction of the Midland Nuclear Powerhouse, with the joint apprenticeship committee accepting 20 applicants in the program. Later I was told I had a “snowball’s chance in hell” of getting in. By luck or just living right, I was No. 20.

My first training assignment was at the nuclear plant. I was fortunate to work with brothers and sisters from all over the map. I experienced a great understanding and respect for the IBEW for the knowledge and lessons I received from these members. Then I worked for a small, IBEW-minded contractor, Clayton Electric. I worked at a wood-burning powerhouse at Midland’s Dow Corning.

After topping out, I had the opportunity to travel. This allowed me to add to my pension, keep my insurance and experience life with a suitcase. I wouldn’t trade it for anything.

I ran for examining board in 1983, in 1992 I ran for vice president, and after two runoffs, I was declared the winner. In 1993, I was appointed the local union’s president and served for 17 years. I got involved with the Democratic Party, labor council and in the community. In 2013 I was elected business manager.

I can’t express enough my gratitude for the experience and the people I met in those years. Three years — or should I say 38 years — went faster than I could imagine. I thank my wife Lisa and my family, who put up with me because I know it seems like I put them second behind the union.

*Jack Tobias, Local 692 member  
Bay City, Mich.*

### Convention Coverage Kudos

Congratulations on the coverage of our 39th International Convention in the St. Louis. It was like being there and spells out a bright future for all members.

As a retiree since 2007, I always read the majority of the Electrical Worker paper as it keeps me involved with the pulse of our trade.

Active or inactive, all members are the organization’s best salespeople. Reading “North of 49” is a trip down memory lane for me as it helps me remember my high school French language classes.

*James Rothenberger, Local 143 retiree  
Harrisburg, Pa.*

## WHO WE ARE

If you have a story to tell about your IBEW experience, please send it to [media@ibew.org](mailto:media@ibew.org).

# Father-Son Wireman Duo Put Glow in Indianapolis Tradition

**S**am Hunter remembers being five or six years old when his father first brought him and younger brother Greg along to help with Indianapolis’ Circle of Lights. Even at that young age, he sensed this was something very special for Dad.

“It was an opportunity for him to give back to his community,” Sam said. “It was definitely something for him to take his children down to, look at the Christmas tree and say, ‘I wired that.’ There’s a little bit of an appreciation factor there you don’t get in every line of work.”

Now 10 years into his own career as a journeyman wireman and member of Indianapolis Local 481, Sam understands exactly why Mike Hunter felt that way. He’s taken over his father’s duties installing and maintaining the electrical feeders for the strands of lights. He’s receiving the compliments and thanks from a community that views the annual lighting on downtown’s Monument Circle as a civic treasure.

“I understand a lot of the reasons that drew him to get involved,” Sam said.

In the early days, Sam’s biggest responsibility was distributing doughnuts to the volunteers from Local 481 helping to hang the lights on the 284-foot Soldiers & Sailors Monument. His father might have let him plug in a lightbulb.

Now, like his dad before him, he has to ensure the lights come on just when they’re supposed to on the Friday night after Thanksgiving in front of about 100,000 people and countless more watching on television throughout the Hoosier State.

“It’s kind of like one of those muscle memory things,” he said. “You’ve been trained to do a job. It’s like I’m the guy with a screwdriver who has been turning all the screws. I’m making sure all the wires turn on.”

Mike Hunter, who retired in 2014, enjoys seeing his son revel in it.

“The last two years I’ve been gone, I think it’s allowed him to spread his wings and basically be recognized as Sam and not my son,” Mike said. “That was something I probably didn’t have a grasp on in the past. You can’t imagine the satisfaction of being on a jobsite and having your son work next to you.”

The Circle of Lights has been an Indianapolis tradition since 1962 and city offi-



*Mike Hunter holds his then 4-year-old son Sam in 1989. Sam, now an Indianapolis Local 481 member, has taken over his father’s duties on the city’s annual Circle of Lights display.*

cial wanted the IBEW’s expertise from the start. They approached Local 481, asking its members for help installing lights. Those members have done it on a volunteer basis ever since. About 200 gather on a Saturday in November and unpack six miles of light strands and two miles of garland from 55-gallon drums.

After that, they make sure all of the 4,734 lights are working after they hang them from the monument, which opened in 1902 as a tribute to Indiana residents who served in the Civil War. The five colors of lights represent the five branches of the military.

“It’s become such a big kickoff to the holiday season for the community,” Local 481 Business Manager Steve Menser said. “Now, it’s been passed on from generation to generation.”

“Our members like to take their families down there and show kids that ‘I did this. I played a role in making this happen.’ It’s just a real point of pride.”

Among them for more than 30 years, was Mike Hunter. He spent much of his career driving a service truck for Indianapolis-based Long Electric Co., meaning he spent most of the work day alone. Volunteering for the Circle of Lights gave him a chance to catch up with old friends.

“It was almost like a reunion type of situation for me,” Mike said. “It was so much enjoyment and I continued to go.”

In 1989, he took on added responsibilities when he was asked to install new

junction boxes beneath the monument’s fountains to replace the bulky square duct wiring. He’s become a bit of a celebrity, too. Hunter has been interviewed several times by local television stations. Clerks at his neighborhood bank would tell customers, “he’s important” when he walked in.

That was fun, but the most fun was watching his two sons enjoy the experience alongside him. Sam, a Purdue University graduate, followed him into the trades. Greg graduated from Indiana University and is working as a film editor in Los Angeles.

“It was a big deal for them,” Mike said. “I am sure they had bragging rights with all their buddies when they said they helped with the lights. It’s something I really embraced because they enjoyed it.”

Sixth District Vice President David J. Ruhmkorff, a former Local 481 business manager, noted that Mike Hunter earned 481’s Solidarity Award in 1981. The local gives the honor to a graduating apprentice who best exemplifies the traits of a trade unionist. Hunter later served as 481’s president.

On the day the lights are installed, most of the workers are finished by 1 p.m. Not Hunter, Ruhmkorff said. He stayed the rest of the day to assure each strand worked and was always available if there was a problem during the holiday season.

“His commitment to the union and the community is second to none,” Ruhmkorff said. “And it appears the apple doesn’t fall far from the tree.”

“Passing down our skills as electricians and pride in our work from generation to generation is what has made us strong as a labor movement,” Ruhmkorff added. “This family affair will assure the citizens of Indianapolis have holiday lights for years to come and continue to put Local 481 front and center during the holiday season.”

Sam is enjoying it just as much as he did when he was a child — albeit with more responsibility. Organizers are trying to make the display more energy efficient, so Local 481 is making the transition to LED lights during the next two years. His dad is still there for advice, but stays away on the Friday when the lights come on. That is his son’s stage now.

“When you have 100,000 people show up for that event,” Mike said, “it’s just amazing.” ■

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# NORTH OF 49° | AU NORD DU 49° PARALLÈLE

## Ontario Legislation Could 'Make My Apprenticeship Useless'

**T**oronto Local 353 Business Manager Steven Martin isn't just dismayed the Legislative Assembly of Ontario passed a measure that might compromise public safety and harm the livelihood of trade unionists.

He's equally upset that it was pushed by the majority Liberal Party and Premier Kathleen Wynne, whom the IBEW once saw as political allies.

"We were quite hopeful the government would have taken it seriously when we told them this needed more study and told us, 'We need to sit down and have a consultation with the trades on this,'" Martin said. "They didn't do that."

At issue is Schedule 17 of Omnibus Budget Bill 70, which gives the government-run Ontario Labour Relations Board sweeping powers over compulsory and non-compulsory trades, taking those responsibilities away from the industry-run Ontario College of Trades. The budget bill, along with the attached schedule, was passed on Dec. 8.

IBEW leaders and members fear it will undercut the value of apprenticeship. It also would take work away from IBEW members and others skilled in the trades. The unlicensed workers that could replace them likely would command lower wages.

"It will make my apprenticeship useless because anyone will be able to do my trade," said Sam Lapiere, an apprentice member of Ottawa Local 586, in an interview with the CBC.

The IBEW and other trade unions knew such a proposal was possible after the release in November 2015 of the Dean Report, which recommended that when two or more trades are allowed to do the same work, employers can hire anyone to do it, not just compulsory certified trade workers.

Union leaders thought the proposal would be considered as part of a separate bill. They didn't expect for Wynne and other Liberal politicians to attach it to the provincial budget bill, which was virtually guaranteed to pass. She would be required to call for provincial elections if her majority government failed to do so because it would be seen as a vote of no confidence in her.

The matter now looks to be headed to court.

"We didn't see this coming, that's for sure," said First District political action and media strategist Matt Wayland. "You're talking about public safety and the livelihood of people who work in the compulsory certified trades."

A rally on Nov. 30 just outside the provincial legislative building in Toronto drew about 4,500 people, many of them IBEW members, who learned about it less than a week earlier. They carried signs that read "Wynne: Stop Attacking Skilled Trades" and "Public Safety Over Corporate Profits."

"I was pleased to see the turnout

considering the short notice," First District Vice President William F. Daniels said. "It's something that came together fast and let's face it, the trades recognize that this is a real attack on our way of living."

John Grimshaw, secretary/treasurer of the IBEW Construction Council of Ontario, said the College of Trades sends inspectors to jobsites to assure licensed workers are doing the work in areas that require compulsory certification. If the worker or contractor receives a citation, they can appeal it to the provincial courts.

Schedule 17 sends those decisions to the labour board instead and takes the college out of it, Grimshaw said. It also opens areas for non-licensed workers to work in areas that previously required compulsory certification.

"This is not a labour-relations mat-

ter," Grimshaw said. "It affects everybody. It's the integrity of the trades."

Or, as Martin put it: "You don't hire a jack-of-all-trades guy to install a fire alarm in a public building. You hire someone that has been trained to do it. It's a public safety issue."

"We [Local 353] spend 9,000 hours in our apprenticeship programs teaching our craft," Martin added. "We are the largest trainers of apprentices in Canada. The next step here by the government is to deregulate the trades and get rid of the apprenticeships."

The trade unions have traditionally been strong supporters of the Liberal Party, helping it regain its majority status in the 2014 provincial elections. But Local 353 has declined to offer financial support or attend party events since the

## La législation de l'Ontario peut rendre « ma formation inutile »

**L**e gérant d'affaires Steve Martin de la section locale 353 situé à Toronto n'est pas seulement déconcerté par la mesure adoptée par l'Assemblée législative de l'Ontario qui pourrait compromettre la sécurité publique et affecter les moyens de subsistance des syndicalistes; mais il est tout aussi bouleversé par le fait même qu'elle a été adoptée par la majorité des membres du parti libéral ainsi que par la Ministre Kathleen Wynne ayant été une fois considérée comme allié politique par la FIOE.

« Nous étions tout à fait persuadés que le gouvernement aurait pris la situation au sérieux lorsque nous leur avons mentionné que cela devrait faire l'objet d'étude supplémentaire et ils nous ont répondu, 'nous devons nous asseoir et mener une consultation avec les milieux professionnels à ce sujet,' » dit Martin. « Ils n'ont rien fait de cela. »

L'article 17 du projet de loi 70 portant sur le budget est en cause, il attribue des pouvoirs très larges à la Commission des relations de travail régie par le gouvernement au sujet des métiers à certificat obligatoires et facultatif et d'enlever ces responsabilités à l'Ordre des métiers de l'Ontario régie par l'industrie. Le projet de loi budgétaire ainsi que l'article annexé ont été adoptés le 8 décembre.

Les leaders de la FIOE et ses membres craignent que les programmes d'apprentissage vont perdre leur valeur. Cela enlèvera du travail aux membres de la FIOE et à d'autres personnes dans les métiers. Les travailleurs non certifiés qui les remplaceront vont probablement demander des salaires moins élevés.

« Cela rendra ma formation inutile puisque n'importe qui sera en mesure de faire mon métier, » a déclaré Sam Lapiere, un apprenti de la section locale 586 situé à Ottawa dans une entrevue accordée à Radio-Canada.

Depuis la publication du *Dean Report* en novembre 2015, la FIOE ainsi que d'autres syndicats étaient déjà au courant qu'une telle proposition pourrait être possible. Basé sur sa recommandation, lorsque deux ou plusieurs métiers sont autorisés à faire le même type de travail, les employeurs peuvent embaucher n'importe qui pour le faire, et non seulement des travailleurs détenant un certificat de qualification.

Les leaders du syndicat croyaient que cette proposition pourrait être considérée dans le cadre d'un projet de loi distinct. Ils ne s'attendaient pas à ce que Wynne et d'autres politiciens libéraux l'incluent dans le projet de loi budgétaire de la province, qui garantissait pratiquement son adoption. Elle sera obligée de faire appel aux élections provinciales si son gouvernement majoritaire ne vote pas en sa faveur, puisque cela sera considéré comme un vote de non confiance en elle.

Ce dossier semble maintenant être dirigé à la Cour.

« Nous n'avons pas prévu ce coup, c'est certain, » dit Matt Wayland de l'action politique/stratégiste en média du Premier District. « On parle de la sécurité publique et affecter les moyens de subsistance des personnes qui exerce un métier à certification obligatoire.

Une manifestation qui a eu lieu le 30 novembre juste à l'extérieur de l'Assemblée



Trade union members, many of them representing the IBEW, rally at Queen's Park in Toronto, home of Ontario's Parliament, on Nov. 30.

release of the Dean Report, Martin said.

"If this passes, it would be very difficult for us to support Liberal candidates," Wayland said before the vote. "Our members would be mobilized. We would be doing our best to unseat them. Our members mobilized in the last election to put a lot of Liberal MPPs in the

seats they have."

Martin said he expects Local 353 members to lose about one-third of their work.

"We need to tell this government that this is not the end," Grimshaw said during the Nov. 30 rally. "It's the beginning and we're not taking this." ■

législative provinciale à Toronto a attiré 4500 personnes, dont beaucoup d'entre eux étaient des membres de la FIOE, qui ont appris la nouvelle moins d'une semaine plus tôt. Ils portaient des affiches lisant : « Wynne: Stop attacking Skilled Trades » (Wynne: arrêtez d'attaquer les métiers spécialisés) et « Public Safety Over Corporate Profits » (La sécurité publique avant le profit des grandes entreprises).

« J'étais ravi de constater le taux de participation compte tenu du bref délai, » mentionne le vice-président William F. Daniels du Premier District. « C'est quelque chose qui s'est formé rapidement, et admettons-le, les milieux professionnels reconnaît qu'il s'agit d'une attaque directe sur notre mode de vie. »

Le secrétaire-trésorier John Grimshaw du Conseil des métiers de l'Ontario de la FIOE, mentionne que l'Ordre des métiers envoie des inspecteurs sur les chantiers pour s'assurer que les travailleurs certifiés œuvrent dans les endroits qui exigent une certification obligatoire. Dans le cas où le travailleur ou l'entrepreneur reçoit un avis, il peut porter plainte devant les tribunaux provinciaux.

L'article 17 attribue ces décisions à la Commission des relations de travail et retire l'Ordre de ceux-ci, dit Grimshaw. Ceci ouvre également des voies à des travailleurs non certifiés à travailler dans des endroits où auparavant on exigeait une certification obligatoire.

« Ce n'est pas une question de relations de travail », a déclaré Grimshaw. « Ceci affecte tout le monde. C'est l'intégrité des métiers. »

Ou comme Martin le dit : « on n'em-

bauche pas un homme à tout faire pour installer une alarme d'incendie dans un édifice public. Tu embauches quelqu'un qui a été formé pour le faire. C'est une question de sécurité publique. »

« Nous [section locale 353] passons 9000 heures dans nos salles de formations à enseigner notre métier, » ajoute Martin. « Nous sommes l'un des plus importants formateurs d'apprentis au Canada. La prochaine étape du gouvernement est de déréglementer les métiers et de se débarrasser des programmes d'apprentissages. »

Les syndicats sont traditionnellement de fervents partisans du parti libéral, ils ont aidé à regagner le statut majoritaire du parti lors des élections provinciales de 2014. Depuis la publication du Dean Report, la section locale 353 a refusé d'apporter un soutien financier ou d'assister à leurs événements a déclaré Martin.

Wayland mentionne avant le procédé du vote, « si c'est adopté, il serait très difficile pour nous d'appuyer les candidats libéraux. Nos membres seront mobilisés. Nous ferons de notre mieux pour les déloger. Nos membres ont été mobilisés en faveur de la dernière élection dans le but de permettre aux députés libéraux de gagner les sièges qu'ils ont. »

Martin s'attend à ce que les membres de la section locale 353 perdent environ le tiers de leurs emplois.

« Nous avons besoin de dire à ce gouvernement que ceci n'est pas la fin, c'est le début et nous n'allons pas endurer cela, » mentionne Grimshaw au cours de la manifestation du 30 novembre. ■