

JOURNAL · APRIL · 78

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The Future

What of our future? Today, we stand over 1,000,000 strong, with nearly 1,600 local unions scattered the length and breadth of the United States and Canada. We are one of the largest unions in the world, and our wages and working conditions are second to none in any comparable field. IBEW members now enjoy better health and welfare coverage, improved pensions, longer vacations, and more holidays, as well as other negotiated benefits.

We stand where we are today because strong, intelligent, and loyal men and women created, protected, and preserved our union. They cared about

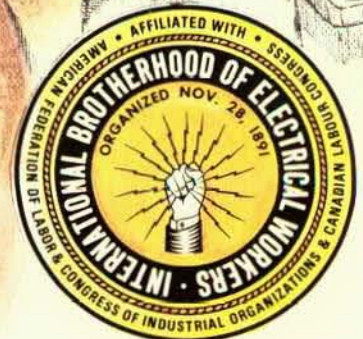
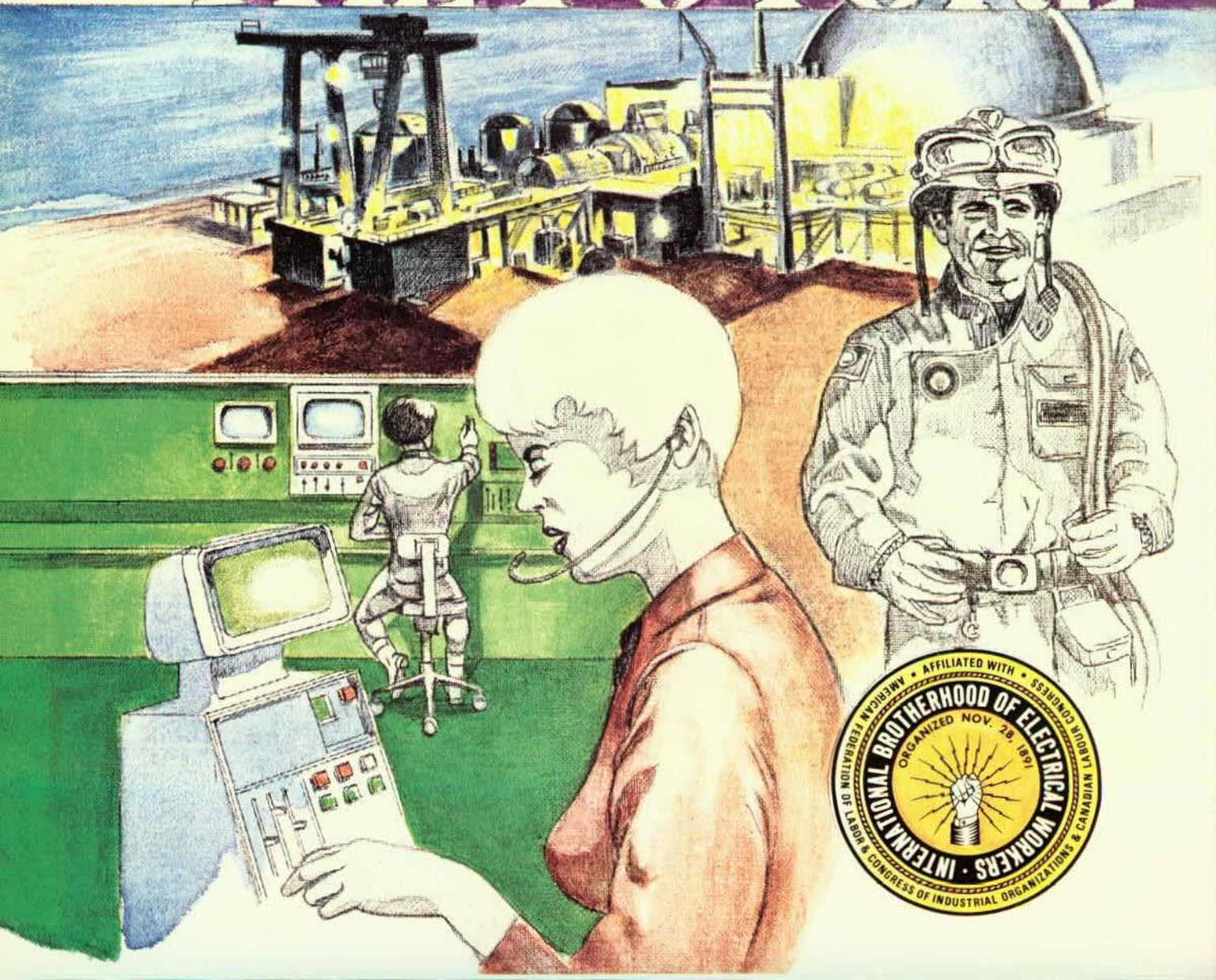
what happened to them and to their children. They clung to the organization that gave them protection and strength.

Each era writes its own history. Our union heritage, vibrant and strong, has been passed on to us. Where we go from here depends upon our Brothers and Sisters of today.

The International Brotherhood of Electrical Workers is as old as the commercial use of electricity itself. It is the oldest, as well as the largest, electrical union in the world. This is the twenty-eighth in a series of special posters tracing the history of the IBEW.

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THE FUTURE



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CHARLES H. PILLARD, *Editor*

Volume 77, No. 4

April, 1978

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OUR COVER

This month's *Journal* front cover depicts a welcome scene now occurring or about to take place at the homes of many of our members. It is a sure sign of spring and more traditionally the Easter season. Inside this issue the 1978 IBEW Utility Conferences are covered in pictures and stories.



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EDITORIAL COMMENT

Justice On The Job

■ As this issue of the *Journal* was going to press, the final battle in the fight for meaningful reform of the National Labor Relations Act was approaching. Labor Law Reform (newly numbered Senate Bill 2467) will probably reach the floor of the U. S. Senate for consideration within a matter of several weeks as you read this page.

It is vitally important that the public know what is really at stake. Opposing this bill has been a conspiracy of corporations, employer trade associations, and extreme right-wing groups. They have not taken an objective look at this proposed legislation in any manner or form. Rather, they have used every technique in their million dollar publicity and lobbying arsenals to obscure and confuse the real issues.

What are the lies these anti-labor groups have been telling the American public? They have manufactured a phoney study claiming that labor law reform would be inflationary. The study was a collection of guesses, distortions, and misleading statements which in the end led to the real conclusion that employers should be allowed to break the law because it is cheaper to do so. The immorality of such an argument should be crystal clear to anyone who believes in justice and fair play.

What the business community is really saying is that they want to preserve the unfair advantages they now hold under an ineffective law. They want to continue to deny employees who want to bargain collectively that opportunity to improve their wages and working conditions.

Their common bond is the fear that if effective restraints are imposed on employer coercion and if workers are assured a prompt opportunity to register their choice, more workers will vote union. Because their position cannot withstand public scrutiny, their aim is to deny labor law reform a hearing. This tactic of delay, which employers have found effective in frustrating attempts by their employees to organize, is now being

applied to the campaign to kill labor law reform. They are hoping to frustrate labor law reform by delaying a Senate vote through filibusters in the Senate and a flood of amendments irrelevant to the bill.

We are confident that the Senate will approve S. 2467 and its provisions to:

- End unnecessary delays in resolving unfair labor practice cases.
- Provide more complete compensation to employees when they are harmed by illegal acts of their employers.
- Assure that when employees request a vote on union representation, a timely election is held.
- Deny federal contracts to those who repeatedly and wilfully violate employee rights.

To achieve our rightful victory on S. 2467, we are trying to match our opponents, postcard for postcard, letter for letter, telephone call for telephone call, and visit for visit. Hundreds of thousands of union members all over the nation and other citizens who believe in justice on the job have been carrying the fight. For the future well being of yourself and your family, I urge you to follow the lead of these concerned citizens and write, telephone, and visit your two Senators at once.

The President of the United States has correctly summarized this bill as "modest, moderate, and fair." And this is exactly the fact of the matter. This bill is not going to double union membership or launch massive organizing campaigns as the anti-labor coalitions would like the Senate to believe. It simply will restore fair play, justice on the job, and basic worker rights under the nation's laws.

Charles H. Pillemer

1978 IBEW Utility Conferences

■ Some 690 delegates attended the recently concluded Regional Utility Conferences held by the Utility Department of the International Office. The attendance figure was the largest in the twenty-year history of the annual conference even though winter snowstorms hampered travel to and from three of them. The first conference was held for the 4th, 5th, and 12th Vice Presidential Districts on January 18-20, 1978, at the Hyatt Regency, Nashville, Tennessee. This was followed by the 7th, 8th, and 9th Districts on January 25-27, 1978, at the Denver Hilton, Denver, Colorado. The third conference was for the 6th and 11th Districts on February 22-24, 1978, at the Radisson-St. Paul, St. Paul, Minnesota; while the fourth and final conference was for the 2nd and 3rd Districts on March 1, 2, and 3, 1978, at the Cherry Hill Hyatt House, Cherry Hill, New Jersey.

The Utility Conferences, for all IBEW local unions with electric, gas, water, and transit jurisdiction, were under the direction of IBEW Utility Department Director Vincent A. O'Reilly. He was assisted by International Representatives Robert L. Bieritz, Robert W. Macdonald, and Paul R. Shoop of the Utility Department, International Office, Washington, D. C.

At the beginning of each Conference, the delegates heard from their respective International Vice Presidents and International Executive Council members on a variety of subjects that affect not only the locals with Utility jurisdiction, but all branches of the Brotherhood. International Executive Council Chairman Wesley I. Taylor spoke at each Conference on our national energy problem and the operation and responsibilities of the International Executive Council.

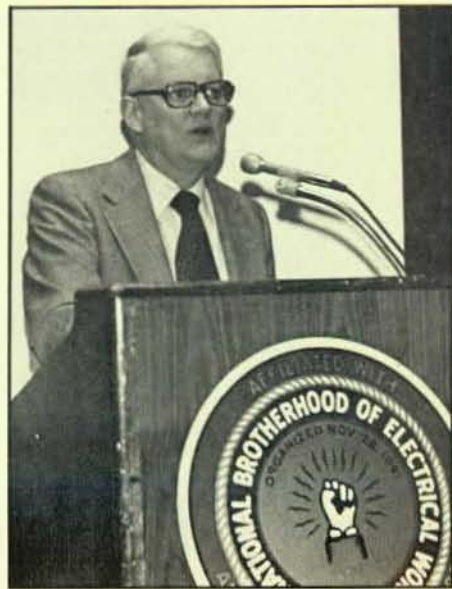
After introduction of the delegates,



Utility Department Director O'Reilly gave his report covering the events of 1977, the outlook for 1978, along with suggestions and recommendations for the future. Part of Director O'Reilly's report covered the following:

"In the area of Utility Organizing during 1977, we won 28 elections at Utilities in the United States, while losing campaigns at 26. The larger wins were the employees of Pennsylvania Power's Bruce Mansfield Generating Station; the City of Holmstead, Florida; the generating station and Railway Shop employees of New Orleans Public Service Company; the City of Jacksonville Beach, Florida; clerical employees of Upper Peninsula

Vincent A. O'Reilly, Director of IBEW Utility Operations, was the chairman for the 1978 Regional Utility Conferences.



Power in Michigan; the employees of the Newton Generating Station of Central Illinois Public Service Company; Southern California Water Company; California-Pacific Gas Company; and the Flint Creek generating station of Southwestern Electric Power Company. In total, 16 Investor-owned Utility units, nine Rural Electric Cooperatives, and three Governmental Utility units were brought into the IBEW in 1977.

"In the area of Utility strikes during 1977, we had IBEW locals on strike at

one time or another against 11 Rural Electric Coops, four Investor-owned Utilities, three municipal utilities, and two Public Utility Districts. Of the eleven Rural Electric Coop strikes last year, six were due to management's use of attorneys who specialize in disrupting stable labor-management relations.

"Currently in the Utility Industry we face a layoff of 300 plus IBEW Utility members at Northeast Utilities brought on by alleged inadequate rate relief by the Public Service Commission in Con-

necticut. This same layoff affecting our inside members and other members of the Building Trades as new powerhouse construction is being cancelled or delayed. In general though, our IBEW Utility member employment situation remained stable during 1977.

"The Utility Industry continues to have a very difficult time in obtaining rate increases. Their problems, which many times become our problems, vary from state to state. Many groups that oppose utility rate increases are honestly con-



Seated at the speaker's table are, left to right, Fifth District Vice President Dan Waters and Twelfth District Vice President M. A. Williams.

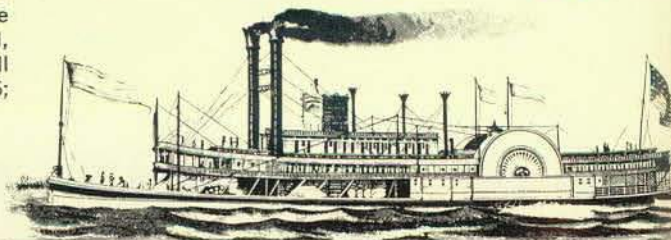


▲ Shown are local union delegates and international representatives who participated in the Utility Gas Workshop at the Nashville Conference.



Clerical Workshop participants at the Nashville Conference are, left to right, A. V. Griffies, I.R.; Robert W. Macdonald, I.R.; Shirley Burch, L.U. 1718; Maurice Conway, I.R.; Bill Sapp, System Council U-8; John C. Perryman, Jr., L. U. 136; and Harold Gillespie, L. U. 1288.

Nashville



cerned about the effect increases have on the poor and retired."

"We have a number of politicians in various areas who run their political campaigns on an anti-utility platform only because it's a popular position to take.

"Some state Public Service Commissions have handed down rather drastic rulings lately. One commission recently ruled that a Utility would not be allowed to earn a current return on its investment in several planned generating stations—

stations which by the way are being fought by the no-growth crowd.

"Concerning Energy Legislation currently before the Congress, the Administration's Energy Bill sailed through the House of Representatives with little or no trouble at the urging of President Carter. Much of the bill was supported by Labor and the IBEW, but some sections were added that would have the federal government take over the role of chief rate maker. Some of the rate concepts that would have been mandated have not been

tested and could very well be harmful to the consumer in the long run. Also, some of the taxing proposals of the Administration would be harmful to the workingman. The Carter Bill also stressed conservation but little or nothing to increase our domestic energy supply.

"President Pillard and your International fought those parts of the legislation that were harmful not only to the IBEW Utility member, but also those in construction and manufacturing, as well as all our IBEW membership who, as consumers, must depend on an adequate supply of energy to earn a living.

"In the area of organizing we still have a big job ahead of us. The recent recession has had its effect on our International with some plant closings, jobs going overseas, etc. If the labor movement is to remain strong, we must organize. It goes without saying, an IBEW Utility local operating in an area where the majority of Utilities are organized, along with the rest of labor market, means our members are better off financially."

"Organizing is not an easy job, but the struggle must continue. Recently President Pillard temporarily assigned five International Representatives from various Districts and the International Office to the Organizing Department in order to step up our organizing efforts. This is a good example of the importance he places on the life-blood of our great organization.

Organizing is a team job. Sometimes the necessary help and resources are just not available. Brothers and Sisters, if you have not done so recently, take a good look at our International Constitution and our collective responsibility to organize our industry. Let's not find ourselves in a position of complaining about another union organizing in our jurisdiction due to the fact we were not active in doing our job in the first place. Let's also face the fact that by organizing we are not only helping our ability to negotiate, but we are also spreading the load of the financial cost of running the overall labor movement all the way from the local union to state and central bodies, the International, and the AFL-CIO.

"When we talk about organizing, many assume we are talking about an unorganized plant or company. Not necessarily. In local agreements which do not have a union shop clause either through management's refusal of one or the fact that the local is in a state with a "right to freeload" law, members should get out and do a selling job to those who are covered by your contract but have not become members. Also, organize those Departments in your Utility that are presently unorganized but could legally be brought into your bargaining unit.

◀ Seated at the speakers' table, left to right, are IEC Chairman Wesley Taylor, and IEC members Harry Bexley, Thomas Pursley, and Howard George.



Fourth District Vice President B. G. Williamson is shown seated at the speakers' table during a presentation by International Representative Robert L. Bieritz of the Utility Department.



Shown are some of the delegates in attendance at the Nashville Conference.

"Are IBEW members doing all the work they should be doing at your Utility? Have you looked at the feasibility of a mobile maintenance force in your generating stations? Within the last year one major IBEW represented Utility and our IBEW Utility locals on the property negotiated the mobile concept which has stabilized the work force and will add about 400 IBEW jobs on that property.

"Inflation is still a problem which affects our IBEW membership. Inflation has had a serious effect on local unions and the International. Let's face it, it costs more money to operate today and no relief from inflation is in sight. Members should work to be sure that local union dues structures are adequately representing them. A cheaply run local union usually gets like results. Support

efforts for adequate dues that will continue the efforts of your local union and your International to provide the membership with the level and degree of service and representation they have received in the past and will certainly need in the years to come."

At each Conference International Representative Robert W. Macdonald spoke on the Labor Law Reform legislation



Seated at the dais are, left to right, Ninth District Vice President W. L. Vinson and Eighth District Vice President Larry Farnan.



Overall view of delegates is shown and in the foreground are delegates of L. U. 1116 including Business Manager Bob Struck, right.



Reporting to the delegates on negotiations is Mike Kelly, business manager of L. U. 47.

and a film entitled "Reform At Last" was shown. Representative Macdonald gave some of the reasons why the Reform Legislation is needed; and also pointed out the importance of our membership sending letters to their Senators in support of S.2467.

International Representative Robert L. Bieritz addressed the delegates on Tax Reduction Act Stock Ownership Plans

(TRASOP's). Under the present law a few Utilities have excluded bargaining unit members from these plans. President Pillard and the International Office are doing everything possible to reverse this injustice. Representative Bieritz also brought the delegates up to date on the latest changes in the Social Security Act and what the increased tax will mean to the average utility employee. He also re-

ported on the status of the Federal Mandatory Retirement Age Law, which appears headed for passage by the Congress.

Utility Department Director Vincent A. O'Reilly spoke on Energy Realities and said that for the next 20 to 25 years the use of coal and uranium is the only way the country will be able to meet our energy needs. Director O'Reilly further stated that it's been estimated that by



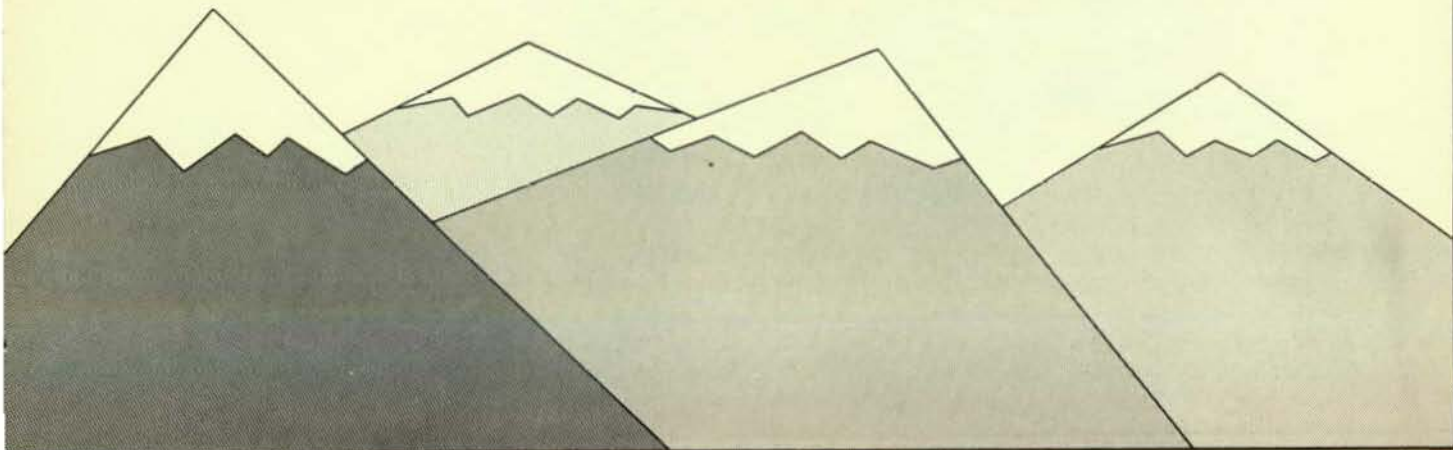
◀Left to right, are IEC member Thomas Pursley, Sixth District; IEC Chairman Wesley Taylor; and Robert Missey, IEC member from the Fifth District.

Shown at the meeting are delegates from L. U. 1547, Anchorage, Alaska.

Seated at the front table are, Willie▶ Stewart, senior assistant business manager; Dean Cofer, business manager; Pete Dutton, business representative; and Tony Morgado, assistant business manager; all of Local 1245, Walnut Creek, California.



Denver





Delegates and International staff members are pictured looking over some of the utility survey materials at the St. Paul Conference.



Following the conference proceedings are delegates from L. U. 1613 and others from local unions that comprise System Council U-25.



▲ Discussing materials at the conference are delegates from local unions that comprise System Council U-18, representing employees of Northern Illinois Gas.



◀ Studying notes at the conference is L. U. 1395 Business Manager Bruce Sumner, right foreground, pictured with other delegates.

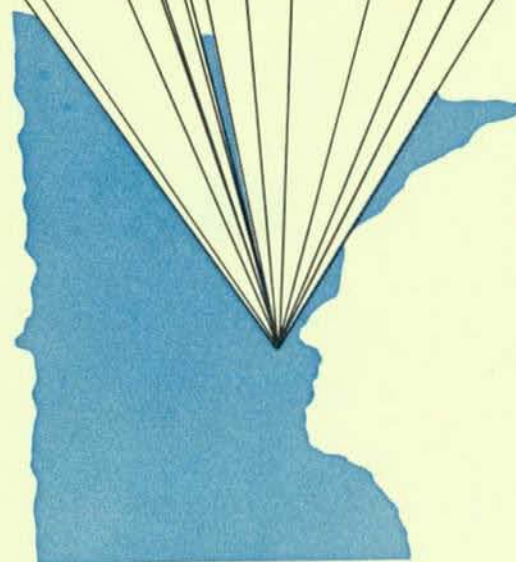


◀ Shown on the dais at the St. Paul Conference are Sixth District Vice President T. E. Malone and, right, Eleventh District Vice President Jack Moore.

Delegates from L. U. 702 are pictured, in the foreground, Don Keith; second row from the left, Merle Howard, Dave McNeely, and Business Manager Harvey Fryer. Seated at the right is I. R. Dick Lythgoe.



St. Paul



◀ Earl Lantau, business manager of L. U. 109, is pictured reading conference material.

the year 2000 alternate sources of energy such as geothermal, solar, tidal, wind, oil shale, etc., will only be able to produce 10 to 15 percent of the nation's energy. A film entitled "Energy Realities" was also shown.

The last portion of the first day at each Conference was devoted to reports by the delegates on contract negotiations that were concluded during the past year and some of the problems encountered during the negotiations. As in recent years the second day was devoted to Electric, Gas, Generating, and Clerical/Technical Workshops, each one being chaired by an International Representative from the Utility Department staff. Based on the active participation of the delegates, once again the workshops allowed a good exchange of information between locals and proved to be very popular with the delegates.

On the final day, a delegate from each of the Workshops reported on some of the more important items discussed at their respective meetings.

International Representative Paul R. Shoop spoke on some of the problems of using either coal or nuclear power as a method of generating energy, but that these technologies are the only ones that presently exist which can meet our electrical requirements well into the next century.

Director O'Reilly brought the delegates up to date on recent significant court decisions and rulings of the National Labor Relations Board that affect our IBEW Utility local unions.

On the subject of international trade and imports and the eventual affect on the Utility Industry, International Representative Robert L. Bieritz stated in his report to the Conference that "no industry or group of workers are an island, none can stand alone. The inter-relationship, the inter-dependence of one to another is too strong to ignore. The fight for what is right, what is fair, is ours in the Utility branch as much as it is in any other branch of the Brotherhood." Representative Bieritz also spoke on the problems of absenteeism and productivity in the Utility Industry.

Representative Macdonald spoke on safety in the Utility Industry and emphasized that safety is the responsibility of every member and each must contribute if our overall safety record is to be improved. He also reported on the Utility Department's participation on standard writing committees that involve worker safety.



Speaking at the Cherry Hill Conference is Second District IEC member and IEC Secretary James F. Mulloney.



Third District Vice President John J. Barry is shown addressing the general session. Seated, left, is Director of IBEW Utility Department Vincent O'Reilly.



Shown in the foreground, left to right, are I. R. Richard Prey, L.U. 1837 Business Manager Joseph Nixon, and Assistant Business Manager William Burr.



Overall view of the delegates at the general session of the Cherry Hill Conference are shown.



Addressing the 250 delegates to the Cherry Hill Conference is Second District Vice President John E. Flynn.



Left to right are Doug Owens, L. U. 149; Jim Dushaw, L. U. 148; and System Council U-10 Business Representative Lawrence Rossa.



Shown are the delegates attending the clerical-technical workshop.

At each Conference surveys were made available to the delegates on Utility Fringe Benefit Costs and Straight Time Average Hourly Rates; Utility Clerical Job Comparisons; Fatalities and Lost-Time Accidents; Gas Contract Information; and Special Gas Utility Information; 1978 Nuclear Guide; and a 1978 Power Guide, along with Wage and Benefit Surveys on Investor-Owned, Governmental, and Rural Electric Cooperative Utilities.

Based on all reports, the Conferences continue to afford the leadership of our Utility local unions the necessary opportunity to exchange view points and information that enable them to better represent our membership.

Cherry Hill

HARD WORK WINS ORGANIZING VICTORY

In June, 1975 former Vice President A. R. Johnson assigned International Representative Pete McCue to conduct an organizing survey at the International Signal and Control Company (ISC) in Lancaster, Pennsylvania. Business Manager Lester Turner of Local 414, Lancaster, had made the initial contact with the Vice President's office.

A quiet survey was undertaken and in early July a meeting was arranged with a small group of employees who were to form the Employees' Organizing Committee. The reception from the employees coupled with several cards which had come in, prompted an all-out effort to organize this electrical manufacturing plant which, at the time, employed about 300 production and maintenance employees.

All methods of organizing were engaged including regular meetings with an inside committee, periodic general meetings, private meetings, house calls, handbilling, and direct-mail letters. All of these activities were vigorously, and at times illegally, resisted by the employer. ISC President James Guerin held many captive-audience meetings with the employees during which promises and threats were made. Parties were held, wages and benefits improved and grievances solicited through a company-dominated union called Pipeline.

Prior to the election in October, 1975, we filed several unfair labor practice charges against the company which were later amended and expanded. With a motion-to-proceed filed, the election was set for November 6, 1975. The pace of the company's invective anti-union campaign increased. With the help of electricians from Local 414 the union stepped up its activities mailing out letters almost daily and handbilling the plant.

The atmosphere was charged with excitement on election day. In a last-ditch effort the company had held a captive-audience meeting one day before on their property and time. Under existing law the union could do little to combat the meetings. Union meetings failed to attract even half of the eligible employees and the results of the election saw the company's anti-union campaign pay off in a clear



victory, 111 to 54. A better than two to one margin.

Refusing to be overcome, the union continued to process its unfair labor practice charges and several objections to the election. The company, determined to rid itself of any union supporters, discharged our two most active committeemen among others. In January, 1976 our charges were again amended to cover these newest violations. Most of our charges were dismissed but merit was found in our 8(a) (2) charges by the Regional Office in Philadelphia. The trial, before Administrative Law Judge John M. Dyer, in March, lasted almost three days. The company enlisted a well-known law firm and the NLRB General Counsel was represented by

two young lawyers working out of the Fourth Regional Office. McCue and Les Turner represented the union petitioner. Prior to the trial the company refused efforts toward a reasonable settlement and denied any guilt in the improper layoff of the two committeemen.

Judge Dyer's decision was issued on June 28, 1976. It was almost complete victory for the union and for justice. On July 20, the employer filed exceptions to the decision before the National Relations Board in Washington. Three months later a three-man panel of the NLRB issued a decision and order only slightly modifying the Administrative Law Judge's decision. The election was ordered set aside, the company-dominated union "Pipeline" was ordered disestablished, no-solicitation rules were to be enforced, all discipline and warnings which had been issued in violation of the act were to be rescinded, and most important the two committeemen, Buddy Scott and Craig Frey, were ordered reinstated with full back pay, plus interest and any raises they would have received, a fair share of all overtime and retention of unemployment compensation. The total compensation amounted to close to \$20,000 and, as expected, the company fought it vigorously. Their request for oral arguments before the Board were denied and they were required to post notices on their bulletin boards regarding this matter.

A second organizing drive began under much more favorable conditions. Many of the former anti-union em-

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th District Construction Meeting

■ The 1977 Eighth District Mid-Winter Construction Conference was held in Denver, Colorado, at the Stapleton Plaza Hotel, December 15, 1977. The theme of this year's conference was safety for inside and outside construction members of the IBEW.

International Vice President Lawrence Farnan had obtained the services of recognized people in the safety field from OSHA and the Building and Construction Trades Department, AFL-CIO. Mr. Frank Tooze, Labor Liaison, United States Department of Labor, OSHA, in the Rocky Mountain area, spoke to the delegates. He commented on the many serious problems of safety in the construction industry and told the assemblage how to process safety grievances through his office. Brother Tooze is a member of Local 111, Denver, Colorado. Mr. Edward F. Eagan, Special Assistant to the Regional Administrator, USDOL, from Boston, Massachusetts, put on a very interesting demonstration of faulty electrical equipment. He also showed the delegates many new electrical instruments used in evaluating electrical installations for safe operating standards. He also presented an interesting slide show, which pictured many of the unsafe conditions that his office encountered. Brother Eagan is a member of Local 103, Boston, Massachusetts.

Appearing next on the program was Mr. Jim E. Lapping, Director of Safety, Occupation and Health for the Building and Construction Trades Department, AFL-CIO, from Washington, D.C. Mr. Lapping works very closely with President Robert Georgine of the Building Trades Department on matters of safety and health problems for construction workers. He spoke at length on the activities of his office and told the delegates of the help that is available from the

continued on page 24



Left to right: Colorado B.T.C. Business Manager John Donlon; Colorado State Representative Charles DeMoulin and I.V.P. Lawrence C. Farnan. Farnan addressing delegates.

Below Left to Right, Jim Lapping, Director of Safety, Occupation & Health, BTC; Washington, DC; Frank Tooze, Labor Liaison, USDOL, OSHA; Edward R. Eagan, Special Assistant to Regional Administrator, USDOL Boston, Mass.; IVP Lawrence C. Farnan, Eighth District: Looking over some test equipment which was demonstrated to the delegates by Edward Eagan.



Above: Portion of Construction local union delegates in attendance at 1977 Eighth District Construction Conference.





IBEW-NECA NJATC Meeting



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Pictured above are the members of the National Joint Apprenticeship and Training Committee in a formal group photograph and during a working session of the recent meeting held in Washington, D.C.

The annual meeting of the IBEW-NECA National Joint Apprenticeship and Training Committee was held on March 2, 1978, in Washington, D.C. Highlights of the meeting included a comprehensive report to the committee by A. J. Phillips and informative comments by the Co-Chairman Charles H. Pillard, International President of the IBEW, and Co-Chairman H. E. Autrey, Chairman of the NECA Manpower Committee. Each member of the NJATC was recognized for distinguished service when the Co-Chairmen awarded them engraved plaques on behalf of the Industry.



RCMP brief:

CLC urges new security service

■ The Canadian Labour Congress has called for the establishment of a civilian security service, separate from the Royal Canadian Mounted Police.

The recommendation was one of 11 contained in a 49-page brief submitted in Toronto, January 18, to the McDonald Commission of inquiry into activities of the RCMP.

"This new security service should be generally without law enforcement powers, although it should, when necessary, work in close liaison and cooperation with police agencies," the brief says. "However, its files should not be accessible to the police."

The CLC proposes that the security service be directly responsible to a minister who would oversee national security and be answerable to Parliament for the service's actions.

The activities of the service would be subject to periodic reviews by a Parliamentary committee with representation from all elected parties or, alternately, by an ombudsman. "This committee (or Ombudsman) must be empowered to investigate public complaints respecting the security service and be given access to security files for the purpose of conducting inquiries into such complaints."

The brief contends public respect for the law has been undermined by the recent revelations regarding the alleged activities of the RCMP. These alleged incidents "suggest to us a pattern of behaviour that reflects contempt for the rule of law, contempt for the basic liberties that Canadians consider inherent under our Constitution and Bill of Rights and contempt for Parliament itself," it says.

The Congress argues that a full investigation of the RCMP role in protecting

the security of Canada is impossible unless the full operations of the force—both security and criminal investigation divisions—are subject to the scrutiny of the McDonald Commission.

In addition, "The Canadian Labour Congress believes the question of ministerial responsibility for the activities of the RCMP must also be closely examined."

The brief stresses that "it must remain uppermost in the minds of commission members that, in our zeal to protect national security, we do not generate a police-state atmosphere whose oppressive practices make alternate political systems more appealing than the democratic system we are trying to preserve."

Considerable concern is expressed about the keeping of files on selected residents of the country. "Canadians need legislative guarantees that their rights or economic security are not placed in jeopardy through the creation of files that are based, too often, on uncorroborated evidence.

"For this reason the Canadian Labour Congress in its recommendations proposes establishment of a Security Review Board or the appointment of an Ombudsman" with full powers to deal with complaints from individuals or organizations that suspect security files are having a prejudicial effect on them.

In calling for a complete reexamination of the relationship between elected officials and the security service, the CLC brief says: "... one could construe that the public utterances of federal politicians respecting affairs in Quebec could be interpreted as implied consent for the security service to break the law in that province."

Saying the Congress believes the com-

mission is "charged with a responsibility beyond its mandate to the people of this country to recommend against granting excessive powers and authority to any security agency," the submission adds, "We do not believe that the threat to the national security in this country is so paramount that the civil liberties of citizens must become secondary in order that a security service may operate outside the parameters of the law."

The CLC is highly critical of reported surveillance of trade union leaders and suggests the matter should be one seriously studied by the commission.

"The Canadian Labour Congress has, on occasion, had reason to suspect that the RCMP attempted to infiltrate legitimate trade unions and has, at times, employed disruptive tactics in strike situations."

It accuses the RCMP of suffering from "tunnel vision" in assessing the role of unions and the result is that "the force is over-zealous in creating files on any union member whose activities are perceived by the RCMP as subversive." The CLC says it believes that the denial of free collective bargaining and grievance procedures to the members of the force lead them to develop contempt for people who traditionally have had the right to dissent.

To counter this factor, it calls for the training of RCMP personnel in courses covering the history of trade unions, civil liberties and human rights. "We believe such courses would develop some appreciation of the fact that the labour movement is not comprised of a bunch of Bolsheviks whose purpose is (to) undermine our democratic system, but is made up of working Canadians," the brief says.



Mémoire sur la GRC:

Le CTC propose un service séparé

■ Le Congrès du Travail du Canada a réclamé la création d'un service civil de sécurité, dissocié de la Gendarmerie royale du Canada. Cette recommandation figurait parmi les 11 contenues dans un mémoire soumis, à Toronto le 18 janvier, à la Commission McDonald enquêtant sur les activités de la GRC.

"Ce nouveau service n'aurait pas d'attributions policières, mais devrait au besoin travailler en liaison et collaboration étroites avec les forces policières," déclare le mémoire. "Ses dossiers ne devraient toutefois pas être mis à la disposition de la police."

Le CTC propose que le service de sécurité en question relève directement d'un ministre du Cabinet, dont les fonctions engloberaient la surveillance de la sécurité nationale. Ce ministre répondrait des actes du service, devant le Parlement.

Les actions du service feraient l'objet d'un examen périodique d'un comité parlementaire formé de représentants de tous les partis élus, ou par un ombudsman. "Ce comité (ou ombudsman) doit avoir le pouvoir de faire enquête en cas de plaintes du public concernant le service de sécurité et il doit avoir accès aux dossiers de sécurité relativement à ces enquêtes."

Le mémoire estime que le respect public de la loi a été ébranlé par les récentes révélations concernant des agissements présumés de la Gendarmerie royale. "Ce genre d'incidents "sous-entendrait, à notre avis, un mode de comportement qui reflète un mépris pour le principe de droit un mépris pour les libertés fondamentales que les Canadiens considèrent inaliénables en vertu de notre Constitution et de la Charte des Droits, et un mépris pour le Parlement même," déclare le mémoire.

Le Congrès affirme que l'examen approfondi du rôle de la GRC dans l'exercice de sa tâche de protéger la sécurité du Canada est impossible, à moins que l'ensemble du fonctionnement de la GRC — à la fois sa division de la sécurité et

celle des enquêtes criminelles — soit examiné par la Commission McDonald.

De plus, "le Congrès du Travail du Canada estime que la question de la responsabilité ministérielle à l'égard des activités de la GRC doit également être soigneusement examinée."

Le mémoire souligne que "les membres de votre commission doivent se préoccuper au plus haut point de fait que, dans notre vif désir de protéger la sécurité nationale, il importe que nous n'engendrions pas une atmosphère d'État policier dont les pratiques oppressives feraient paraître d'autres régimes politiques plus attrayants que le démocratie que nous essayons de préserver."

Le CTC se préoccupe considérablement au sujet de dossiers de sécurité sur certains résidents du pays. "Il importe, déclare-t-il, que les lois canadiennes protègent les citoyens contre le risque de voir leurs droits ou leur sécurité économique menacés par la constitution de dossiers trop souvent fondés sur de preuves non corroborées.

"C'est pour cette raison que le Congrès du Travail du Canada propose dans ses recommandations l'établissement d'un Conseil d'examen de la sécurité, ou la nomination d'un Ombudsman — un Protecteur du citoyen. Le Conseil devrait être habilité par la loi à prendre l'initiative de vérifier les dossiers de sécurité et à entendre les plaintes des personnes ou organismes qui soupçonnent que, d'une manière ou d'une autre, l'existence d'un dossier de sécurité a des effets préjudiciables pour eux."

Exigeant une réévaluation complète des rapports entre les dirigeants élus et le service de sécurité, le mémoire du CTC ajoute: "... on serait en droit de croire que les déclarations émises en public par des membres du gouvernement fédéral concernant les affaires québécoises pourraient être interprétées comme une autorisation tacite accordée au service de sécurité à enfreindre les lois dans cette province."

Mentionnant que le Congrès croit que la Commission a, "au-delà de son mandat, le devoir vis-à-vis des citoyens de notre pays de se prononcer contre l'octroi d'une autorité et d'un pouvoir excessifs à quelque organisme que ce soit qui est chargé d'assurer la sécurité nationale," le mémoire ajoute. "Celle-ci ne nous paraît pas à ce point en danger qu'il faille faire passer au second rang les droits des citoyens de manière à permettre à un service de sécurité d'agir en dehors des limites de la loi."

Le CTC critique fortement la présumée surveillance dont les dirigeants syndicaux font l'objet et propose que la question soit sérieusement étudiée par la Commission.

"Le Congrès du Travail du Canada a déjà eu des raisons de croire que la GRC tentait d'infiltrer des syndicats tout à fait légitimes et qu'elle a, en certaines occasions, employés des tactiques perturbatrices au cours de grèves."

Le CTC accuse la GRC d'être affligée de "visières" qui rétrécissent sa vision lorsqu'elle, tente d'évaluer le rôle que jouent les syndicats légitimes au pays. Le résultat en est que ce corps policier "s'emploie, avec plus de zèle qu'il n'en faut, à établir des dossiers sur tout syndiqué dont elle pense que les activités sont subversives." Selon le CTC, le fait que le droit à de libres négociations collectives et au recours aux procédures de grief soit refusé aux membres de la Gendarmerie porte ceux-ci à mépriser ceux qui jouissent de ce droit depuis toujours.

Afin de remédier à cette situation, le CTC propose que la formation du personnel de la GRC comprenne des cours sur l'histoire du mouvement syndical, les libertés civiles et les droits humains. "Nous croyons que de tels cours favoriseraient une meilleure compréhension du fait que le mouvement syndical n'est pas un ramassis de bolchéviks que visent à saper notre système démocratique, mais qu'il est formé de travailleurs canadiens," liton dans le mémoire.

Visit the IBEW Booth



LOS ANGELES TO HOST 33rd UNION-INDUSTRIES SHOW

The 33rd AFL-CIO Union-Industries Show will be held May 12-17, 1978 at the Los Angeles Convention Center. The Show, which is held in a different city each year, was last held in Los Angeles in 1954.

The annual exhibition, produced and managed by the Union Label and Service Trades Department, offers the consumer the opportunity to see first hand the skills and professionalism union members bring to their jobs.

More than 400 exhibits, working demonstrations and displays will fill the Los Angeles Convention Center. They will be staffed by hundreds of union workers, as well as representatives of leading U. S. companies and of government. Their job will be to show the public the products they make and the services they provide, and their live

craft and skill demonstrations are a major attraction of the Show.

An estimated \$100,000 in prizes and free samples are given away to thousands of visitors to the six-day free event, one of the largest exhibitions of its kind.

A major goal of the AFL-CIO Union-Industries Show is to demonstrate the advantages of good labor-management relations and to show how the partnership between union members and their employers not only produces superior products, services and technology, but also insures fair wages, good working conditions and a high standard of living for millions of working people.





SAFETY TIPS

for you and your family

NIOSH—Criteria for a Recommended Standard . . . Occupational Exposure to Polychlorinated Biphenyls (PCBs) DHEW (NIOSH) Publication No. 77-225

(continued from March issue)

Section 6—Work Practices and Engineering Controls

(a) Regulated Areas

Access to PCB work areas shall be regulated and limited to authorized persons. A daily roster shall be kept of persons entering such areas.

(b) Handling of PCBs and General Work Practices

(1) Operating instructions shall be formulated and posted where PCBs are handled or used.

(2) Transportation and use of PCBs shall comply with all applicable local, state, and federal regulations.

(3) PCBs shall be stored in tightly closed containers in well-ventilated areas.

(4) When PCB storage containers are being moved, or when they are not in use and are disconnected, valve protection covers shall be in place. Containers shall be moved only with the proper equipment and shall be secured to prevent dropping or loss of control during transport.

(5) Storage facilities shall be designed to contain spills completely within surrounding dikes and to prevent contamination of workroom air.

(6) Ventilation switches and emergency respiratory equipment shall be located outside storage areas in readily accessible locations which will remain minimally contaminated with PCBs in an emergency.

(7) Process valves and pumps shall be readily accessible and shall not be located in pits on congested areas.

(8) Containers and systems shall be handled and opened with care. Approved protective clothing as specified in Section 4 shall be worn by employees engaged in opening, connecting, and disconnecting PCB containers and systems. Adequate ventilation shall be provided to minimize exposures of such employees to airborne PCBs.

(9) PCB-operating and storage equipment and systems shall be inspected daily for signs of leaks. All equipment, including valves, fittings, and connections shall be checked for leaks immediately after PCBs are introduced therein.

(10) When a leak is found, it shall be repaired or otherwise corrected immediately. Work shall resume normally only after necessary repair or replacement has been completed, the area has been ventilated, and the concentration of PCBs has been determined by monitoring to be at or below the recommended TWA concentration limit.

(c) Control of Airborne PCBs

(1) Suitable engineering controls, designed to maintain exposure to airborne PCBs at or below the limit prescribed in Section 1(a), shall be used. Complete enclosure of processes is the recommended method for control of PCB exposure. Local exhaust ventilation may also be effective, used alone or in combination with process enclosure. When a local exhaust ventilation system is used, it shall be so designed and operated as to prevent accumulation or recirculation of airborne PCBs in the workplace environment and to effectively remove PCBs from the breathing zones of employees. Exhaust

ventilation systems discharging to outside air must conform to applicable local, state, and federal regulations and must not constitute a hazard to employees or to the general population. Before maintenance work on control equipment begins, the generation of airborne PCBs shall be eliminated to the extent feasible.

Enclosures, exhaust hoods, and ductwork shall be kept in good repair so that designed airflows are maintained. Airflow at each hood shall be measured at least semiannually and preferably monthly. Continuous airflow indicators are recommended, such as water or oil manometers properly mounted at the juncture of fume hood and duct throat (marked to indicate acceptable airflow). A log shall be kept showing design airflow and the results of semiannual airflow measurements.

ENVIRONMENTAL PROTECTION AGENCY

POLYCHLORINATED BIPHENYLS (PCBs) DISPOSAL AND MARKING FINAL RULE—EFFECTIVE APRIL 18, 1978

SUMMARY: These regulations prescribe disposal and marking requirements for polychlorinated biphenyls (PCBs), and are promulgated pursuant to section 6(e)(1) of the Toxic Substances Control Act (Pub. L. 94-469). The intent of these regulations is to protect the environment from further contamination by PCBs resulting from improper handling and disposal of PCBs.

FURTHER INFORMATION:—See Federal Register, Vol. 43, No. 34—Friday, February 17, 1978—Pages 7150 thru 7164.—These 15 pages cover definitions, disposal and marking requirements, storage for disposal, records and monitoring and state exemptions. You may also call or write—David Wagner, Office of Toxic Substances (TS-788), Environmental Protection Agency, 401 "M" St., S. W., Washington, D. C. 20460. Phone: 202/426-9000.

NOTE: The above is an Environmental Protection Agency ruling and not to be confused with NIOSH Criteria for a Recommended Standard on the same subject matter as covered in the March and April issues of the *IBEW Journal*.

(2) Forced-draft ventilation systems shall be equipped with remote manual controls and shall be designed to shut off automatically in the event of a fire in the PCB work area.

(d) Special Work Areas

(1) PCB Hazard Areas

A hazard area shall be considered as any space having physical characteristics and containing sources of PCBs, such as transformers, that could result in PCB concentrations in excess of the recommended airborne PCB exposure limit. Exits shall be plainly marked, conveniently located, and open outwardly into areas which will remain minimally contaminated in an emergency.

(2) Confined or Enclosed Spaces

Entry into confined or enclosed spaces, such as tanks, pits, process vessels, and tank cars where there is limited egress, shall be controlled by a permit system. Permits shall be signed by an authorized representative of the employer and shall certify that appropriate measures have been taken to prevent adverse effects on the worker's health as a result of his or her entry into such space.

Confined or enclosed spaces which have contained PCBs shall be thoroughly ventilated to assure an adequate supply of oxygen, tested for PCBs and other contaminants, and inspected for compliance with these requirements prior to each entry. Adequate ventilation shall be maintained while workers are in such spaces. Leakage of PCBs into such confined or enclosed spaces while work is in progress shall be prevented by disconnecting and blanking the PCB supply lines. Each individual entering such confined or enclosed space shall be furnished with appropriate personal protective equipment and clothing and be connected by a lifeline harness to a standby worker stationed outside of the space. The standby worker shall also be equipped for entry with approved personal protective equipment and clothing and have contact with a third person. The standby person shall maintain communication (visual, voice, signal line, telephone, radio, or other suitable means) with the employee inside the confined or enclosed space.

(e) Emergency Procedures

For all PCB work areas where there is a potential for the occurrence of emergencies, employers shall take all necessary steps to ensure that employees are instructed in, and follow, the procedures specified below as well as any others appropriate to the specific operation or process.

(1) If PCBs leak or are spilled, the following steps shall be taken:

(A) All nonessential personnel shall be evacuated from the leak or spill area.

(B) The area of the leak or spill shall be adequately ventilated to prevent the accumulation of vapors.

(C) If the PCBs are in liquid form, they shall be collected for reclamation or sorbed in vermiculite, dry sand, earth, or similar nonreactive material.

(2) Personnel entering the spill or leak area shall be furnished with appropriate personal protective equipment and clothing. All other personnel shall be prohibited from entering the area.

(3) Only personnel trained in the emergency procedures and protected against the attendant hazards shall shut off sources of PCBs, clean up spills, control and repair leaks, and fight fires, in areas where PCBs are used.

(4) All wastes and residues containing PCBs shall be collected in PCB-resistant containers and appropriately disposed of (*Federal Register* 42:26563-77, May 24, 1977).

(5) Safety showers, eyewash fountains, and washroom facilities shall be provided, maintained in working condition, and located so as to be readily accessible to workers in all areas where the occurrence of skin or eye contact with PCBs is likely. If liquid or solid PCBs are splashed or spilled on

an employee, contaminated clothing shall be removed promptly and the skin washed thoroughly with soap and water for at least 15 minutes. Eyes shall be irrigated immediately with copious quantities of running water for at least 15 minutes if liquid or solid PCBs get into them. A drop of vegetable oil may be applied to the eye to relieve the irritating effect of PCBs.

Section 7—Sanitation Practices

(a) Employees occupationally exposed to PCBs shall be provided with separate lockers or other storage facilities for street clothes and for work clothes.

(b) Employees occupationally exposed to PCBs shall not wear work clothing away from their place of employment.

(c) Employees occupationally exposed to PCBs shall be provided clean work clothing daily, and cleaning establishments shall be informed as to the hazards of handling PCBs and proper disposal procedures for PCB-contaminated waste water.

(d) Facilities for shower baths shall be provided for employees occupationally exposed to PCBs. Workers should shower before changing into street clothes.

(e) Employees exposed to PCBs shall be advised to wash their hands and exposed skin before eating, drinking, smoking or using toilet facilities during the work shift.

(f) Food, drink, or smoking materials shall not be permitted in areas where PCBs are handled, processed, or stored.

Section 8—Monitoring and Recordkeeping Requirements

(a) Monitoring

(1) As soon as practicable after the promulgation of a standard based on these recommendations, each employer who manufactures, processes, handles, stores or otherwise uses PCBs shall determine by an industrial hygiene survey whether occupational exposure to PCBs may occur. Surveys shall be repeated at least once every year and within 30 days of any process change likely to result in occupational exposure to PCBs. Records of these surveys, including the basis for any conclusion that there may be no occupational exposure to PCBs, shall be retained until the next survey has been completed.

(2) If occupational exposure to PCBs is determined to be possible, a program of personal monitoring shall be instituted to measure or permit calculation of the exposures of all employees.

(A) In all personal monitoring, samples representative of the employees' breathing zones shall be collected.

(B) For each TWA concentration determination, a sufficient number of samples shall be taken to characterize each employee's exposure during each work shift. Variations in work and production schedules and in employees' locations and job functions shall be considered in choosing sampling times, locations, and frequencies.

(C) Each operation in each work area shall be sampled at least once every 3 months.

(3) If an employee is found to be exposed to PCBs in excess of the recommended TWA concentration limit, control measures shall be initiated, the employee shall be notified of the exposure and of the control measures being implemented to correct the situation, and the employee shall be monitored every 30 days. Such monitoring shall continue until two such consecutive determinations indicate that the employee's exposure no longer exceeds the recommended TWA concentration limit. Routine monitoring may then be resumed.

(b) Recordkeeping

Environmental monitoring records shall be maintained for at least 30 years after the employee's last occupational exposure to PCBs. These records shall include the dates and

continued on page 71

WITH THE LADIES

The American Impressionist

■ It must have been a nice childhood. Moving from city house to country farm for vacation. Traveling abroad at a very young age. Living in the Paris of Napoleon III's Second French Republic to attend the Paris Exposition Universelle, the World's Fair of 1855. Not uncommon either for a middle class Main Line Philadelphia family in which the prominent banker-father went to great lengths to ensure proper education and cultural refinement for his children. The sons would achieve success in the business community and the daughters were to wed suitable young men.

All went as planned in one such family save the youngest daughter, Mary, who wanted a career. An undertaking unheard of for a refined young woman. Her chosen field of painting was one thought of as not even suitable for a man. Yet with much determination and urging her father conceded to her enrollment in the Philadelphia Academy of Fine Arts, the oldest art school in the country. Even in her early 20s, with memories of European museums where she gazed upon the painting of the "Old Masters," Mary Cassatt sensed the inadequacy of her country's artistic endeavors. She knew she must return to Europe and study the Masters. Color, texture, brush stroke, composition, and subject matter were to be her teachers.

With the aid of her oldest brother, Aleck, Mary convinced her father to send her to Paris where old family friends served as strict chaperones for this refined American girl. To her disappointment she found art instruction in Paris formal and dry. The art world was ruled by the government. At the mercy of the Académie des Beaux-Arts, the School of Fine Arts, artists hoped for approval from the jury. When forthcoming, their works were exhibited in the Salon, where perspective art collectors viewed them and supported the artists through purchases. No art dealer would dare support an artist who did not first have the approval of the Academy and artists themselves could not exhibit their own works, as this would spell the end of their careers.

What was displayed at the Salon during the time were paintings of idealized scenes from ancient history or mythology and formalized portraits of religious sub-

jects. Painters, looking backward to the Greeks and Romans, removed from their surroundings, glorifying the human figure and inventing nature as backdrops, worked in the sterile surroundings of their studios. It was part of the grandiose plan of Napoleon III, a fantasy which hurled the country into the Franco-Prussian War. Mary left Paris and headed for home.

Two years later a return trip to Europe brought Miss Cassatt to Italy and this time to the museums and cathedrals where she could study first-hand the works of art she so admired. Carefully analyzing Michelangelo, Leonardo da Vinci, and others in Rome she searched for a clue to guide her own painting. It was found in a certain Renaissance painter, Correggio. Parma, in northern Italy, had been his home and she promptly took up quarters there. The round reality of his figures, the bright

and glowing colors struck a kinship with her. As a student of the Parma Art Academy she was introduced to engraving techniques which she later used to compose some of her finer works. During this period she sent a painting "During the Carnival" to the Salon in Paris. Its acceptance marked her as a professional. Other travels at this time brought her to Spain where she painted a second work accepted by the Salon in 1873. The Prado Museum in Madrid contained works of the great Flemish painter Peter Paul Rubens. Always a student, Mary rushed off to Belgium to study him further. After a stop in Holland to study Frans Hals she returned to Paris.

The city was alive, the war was over, and the new hero was the common man. A group of artists who had, in their youth, banded together in dissatisfaction with the Academy, were together again and the time was ripe for their rebellion



to mature. Their names; Edgar Degas, Camille Pissarro, Claude Monet, Auguste Renoir, Alfred Sisley, and Paul Cezanne. They set up their own exhibit outside the Salon. It was scandalous. Paintings of simple people performing daily tasks, landscapes, and cityscapes were displayed—nothing of nobility or fantasy. The show was labeled Impressionist. "It changed my life," Mary Cassatt said upon seeing works of Degas, "I saw art then as I wanted to see it." And Degas seeing her Salon works said, "This is genuine . . . here is someone who feels as I do." They met three years later and he asked her to join the Impressionists. She accepted with delight. In the fourth Impressionist exhibit (her first) the Paris critics remained unkind, but the paintings began to sell. Mary would finally work with complete independence, without a thought to the edicts of the Salon jury.

It was from Edgar Degas that Mary now learned. His composition was strikingly different. It had the same sense of freshness as a photograph, and it was, no doubt, from the camera that he borrowed this structure. It showed up in the works of Mary Cassatt as well.

Painting in natural light and using as subjects things familiar to her, Mary became engrossed in the human form. She painted her society friends and their children. When her parents and sister took up residence in Paris they too became her subjects. She is best noted for her mother and child theme which encompasses much of her work. The special qualities which mark her work stem from the unparalleled natural feeling they possess. The totally unidealized or sentimentalized subjects which she presents through her trained observation, have characteristics of calm and gracious ease. She is a master of bringing forth inner beauty through the utmost simplicity. A diligent artist she was, painting from 8 a.m. until dark and then etching by lamp at night. She incorporated techniques of Japanese printmakers into her etchings, which are her only works with detailed backgrounds.

Mary Cassatt, the only American Impressionist, did more than paint with the group. She greatly supported it. Always in contact with her American friends and her brother, Aleck, who had become the president of the Pennsylvania Railroad, Mary Cassatt was responsible for the first showing of Impressionist art in the U.S. Through her urging, many paintings and prints were sold in the U.S. and galleries began hanging Impressionist art. She was commissioned in 1892 to do a large mural for the Woman's Building of the World's Columbian Exposition at Chicago. Her first trip back to America in 1898, was filled with visits to affluent American friends who subsequently pur-

chased her works and those of her friends. She was awarded the Gold Medal of Honor by the Pennsylvania Academy and was presented with the Legion of Honor by the French government, an offering rarely made to a foreigner, especially a woman.

Mary died in 1926 but left behind a total of some 225 prints and 940 paintings, pastels, and watercolors. She also left her country with a wealth of art work visible in museums, private collections, and even in the White House, that is unsurpassed in the world.

Delicious Ham Dishes

Ham-Cheese Pie

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| 1 1/4 cups minced cooked ham | 3 eggs |
| 1 cup shredded Swiss cheese | 1 cup milk |
| 2 tablespoons minced fresh dill, chives, or green onions | 1/4 teaspoon salt |
| 1 unbaked 9-inch pie shell | 1/4 teaspoon pepper |
| | Dash of cayenne |

Combine ham, cheese, and dill and place in pie shell. Beat eggs, milk, salt, pepper, and cayenne until frothy and pour over ham mixture. Bake in preheated 375° oven 45 minutes, or until set and golden brown. Let stand 10 minutes before serving. Makes six servings.

Chef's Salad

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| 4 cups shredded lettuce | 1/2 cup pitted small black olives |
| 1 cup (or more) julienne-cut cooked ham | 1 pimienta, chopped |
| 1 cup julienne-cut Swiss cheese | Chopped parsley |
| 1/2 cup julienne-cut green pepper | 1/2 cup garlic-flavored vinaigrette salad dressing |

In salad bowl combine all ingredients in order given. Toss gently and serve at once. Good with crusty buttered bread. Makes four servings.

Rice-Ham-Pineapple Skillet

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|-----------------------------|--|
| 3 tablespoons oil | 2 1/2 cups ham stock |
| 1 small onion, minced | 1 cup (or more) diced cooked ham |
| 1 small green pepper, diced | 1 can (8 ounces) pineapple chunks, drained |
| 1 cup rice | Soy sauce |

Heat oil in skillet; add onion, green pepper, and rice and sauté over medium heat until golden, stirring constantly. Stir in stock, bring to boil, reduce heat, cover and simmer 15 minutes, or until rice is tender and liquid almost absorbed. Fold in ham and pineapple and heat. Serve with soy sauce. Makes four servings.

Potato-Ham Salad

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|---|-------------------------------------|
| 1 clove garlic, split | 1 1/2 cups diced cooked ham |
| 4 medium potatoes, cooked, peeled, and sliced | 2 small dill pickles, sliced |
| Salt, freshly ground pepper and dried dillweed to taste | 1/2 cup sour cream |
| | 2 tablespoons each milk and vinegar |

Rub salad bowl with garlic. Add potatoes and season with salt, pepper, and dillweed. Add ham and pickles. Blend sour cream, milk, and vinegar. Season with salt, pepper, and dillweed, spoon over potato-ham mixture and toss carefully. Cover and chill at least one hour. Makes four servings.

Ham Kabobs

- | | |
|--|--|
| 1 pound small white onions (about 12) | 1/2 teaspoon ginger |
| 1/4 cup molasses | 2 1/2 to 3 cups 1-inch fully cooked smoked ham cubes |
| 1 can (8 ounces) pineapple chunks, drained (reserve syrup) | 1 large green pepper, cut in 1-inch cubes |
| 2 tablespoons lemon juice | |

In medium saucepan over high heat boil onions in 1-inch water 8 to 10 minutes, or until onions are partially cooked; drain. To make basting sauce blend molasses, one-fourth cup pineapple syrup, the lemon juice and ginger in small bowl; set aside. Alternate onion, pineapple, ham and green pepper on eight skewers. Place on rack in boiler pan, brush generously with sauce and broil six to 10 inches from heat 10 to 15 minutes, or until browned and hot, brushing with sauce and turning often. Makes four servings.

DEPARTMENT OF RESEARCH AND EDUCATION

The Social Security Act: Effects of Recent Amendments

ECONOMY INDICATORS*			
Indicator	January, 1978	December, 1977	January, 1977
Industrial Production Index * (1967=100)	138.6	139.6	132.3
Wholesale Price Index (1967=100)	199.9	198.2	188.1
Private Housing Starts (Annual Rate *)	1,549,000	2,194,000	1,393,000

* Seasonally adjusted

Sources: Federal Reserve System
BLS, U.S. Department of Labor
Bureau of the Census, U.S. Department of Commerce

■ The increase in the Social Security deduction from your paychecks this year is the result of amendments to the Social Security Act, which were passed by Congress and signed by President Carter in December, 1977. The sharp increase in payroll taxes was designed to keep the Social Security system on a sound financial basis into the next century. Payroll taxes were already scheduled to rise substantially to pay for previous improvements in the law, but the 1977 amendments reflect a further increase in the tax rate. The taxable wage base, the maximum amount of earnings on which Social Security taxes are paid, will also increase substantially.

Increases

The combined Social Security and Medicare tax rate in 1977 was 5.85 percent; the taxable wage base, \$16,500. The table below shows the increases scheduled through 1981.

Tax rates after 1981, for the employer and employee, will be 6.7 percent from 1982 through 1984, 7.05 percent in 1985, 7.15 percent from 1986 through 1989, and 7.65 percent from 1990 on.

After 1981, the taxable wage base will

be raised whenever cash benefits are increased under the automatic-adjustment provisions of the law because of increases in the cost of living. Thus, the increase in the taxable wage base after 1981 cannot be computed now; it will depend on the increase in the average wages of employees covered by Social Security each year. However, the government projects a taxable wage base of \$42,600 by 1987.

When the Consumer Price Index (CPI) rises three percent or more between the first quarter of the preceding year and the first quarter of the current year, cash benefits are adjusted by the same percentage increase. The increase is effective in June of the current year. If a general increase in benefits is enacted by Congress in a given year or if such an increase becomes effective for a given year, then there will be no cost-of-living adjustment for the following year.

Taxpayers' Concern

The increases in payroll taxes are expected to provide the Social Security fund with \$3.4-billion in fiscal 1979, \$8.8-billion in 1980, \$16.4-billion in 1981, \$23.5-billion in 1982, and \$26.5-billion in 1983. The provisions of the

new law appear to eliminate any possibility of a severe deficiency in the fund for the next several decades. The main concern of the American taxpayers is the steep increases in payroll taxes in upcoming years. The burden will be particularly heavy for middle-income Americans. In 1979, for example, a typical family of four with an annual income of \$20,000 will pay more total federal taxes than in 1977, because the Social Security tax increase will more than offset the administration's proposed income tax cuts. As is the case with most taxes in America, the brunt of the load is placed on the low- and middle-income workers, who contribute a higher proportion of their incomes than the wealthy.

Other Changes

Among other changes in the law is the increase in the earnings limit for people in the 65-to-72 age bracket who work while they receive Social Security payments. These people can earn up to \$4,000 in 1978 without losing any of their benefits; up to \$4,500 in 1979; \$5,000 in 1980; \$5,500 in 1981; \$6,000 in 1982. After that, the earnings limit will be tied to the average wages of workers covered by Social Security. Also, starting in 1982, there will be no limit on earnings for those who are 70 or older; at present, there is no limit on earnings for those who are 72 or older.

A new formula to figure Social Security benefits, designed to keep retirement benefits equal to approximately 42 percent of a worker's career average wage base subject to Social Security taxes, will be used beginning in 1979. It will apply to those who reach 62, become disabled, or die in 1979 or later. However, until 1983, the current formula will be used for old-age benefits in all cases which would result in higher benefits. The formula for figuring benefits was

Year	Taxable Wage Base	Old-Age, Survivors, and Disability Insurance Tax Rate	Medicare Hospital Insurance Tax Rate	Total Tax Rate	Annual Maximum Tax
EMPLOYER/EMPLOYEE (EACH)					
1978	\$17,700	5.05%	1.00%	6.05%	\$1,070.85
1979	\$22,900	5.08%	1.05%	6.13%	\$1,403.77
1980	\$25,900	5.08%	1.05%	6.13%	\$1,587.67
1981	\$29,700	5.35%	1.30%	6.65%	\$1,975.05

JANUARY, 1978

UNREVISED CONSUMER PRICE INDEX FOR URBAN WAGE AND CLERICAL WORKERS

UNITED STATES CITY AVERAGE

SOURCE: U.S. DEPARTMENT OF LABOR BUREAU OF LABOR STATISTICS
REFERENCE BASE, U.S. AVERAGE 1967 = 100

Month	Year	All Items Combined	Food	Housing	Apparel & Upkeep	Transportation	Health & Recreation
January	1978	186.9	198.2	196.7	155.9	179.3	179.6
December	1977	186.1	196.3	195.7	158.2	178.8	178.5
November	1977	185.4	195.6	194.6	158.5	178.7	177.9
October	1977	184.5	194.4	193.6	157.2	178.6	177.1
September	1977	184.0	194.5	192.7	156.2	178.5	176.1
August	1977	183.3	195.2	191.4	154.8	178.9	174.7
July	1977	182.6	194.6	190.5	153.4	179.3	174.1
June	1977	181.8	193.6	189.0	153.9	179.2	173.2
January	1977	175.3	183.4	183.0	150.0	172.1	169.0
January	1976	166.7					
January	1975	156.1					
January	1974	139.7					
January	1973	127.7					
January	1972	123.2					

NOTE: Consumer Price Index for all items increased 0.8 index points during the past month, or 0.4 percent. This equaled an annual rate of increase of 4.8 percent (12×0.4). The increase in CPI during the past year was 11.6 points of 6.6 percent.

Percent increase between two dates is calculated by subtracting the index number for the earlier date from that for the later date and by dividing the result by the index number for the earlier date, then multiplying by 100.

EXAMPLE: For the period of January 1977 to January 1978; $186.9 - 175.3 = 11.6$ index points; 11.6 divided by $175.3 = .066 \times 100 = 6.6\%$.

JANUARY, 1978

CONSUMER PRICE INDEX—CANADIAN AVERAGE

SOURCE: STATISTICS CANADA

Index Date Month	Year	All Items Combined	Food	Housing	Clothing	Transportation	Health & Personal Core	Recreation & Reading
January	1978	167.8	193.0	168.6	144.1	157.4	160.3	145.6
December	1977	167.2	191.5	167.8	145.5	156.7	160.0	145.4
November	1977	166.1	188.4	167.3	144.9	156.4	159.7	145.6
October	1977	165.0	186.9	166.6	144.7	153.9	158.4	145.6
September	1977	163.4	184.3	164.3	143.3	154.5	157.0	144.2
August	1977	162.5	183.9	163.2	141.8	153.3	156.7	143.9
July	1977	161.8	182.9	162.1	140.9	153.7	155.5	142.3
January	1977	154.0	168.0	155.9	135.4	150.1	148.8	139.5
January	1976	145.1						
January	1975	132.4						
January	1974	118.1						
January	1973	108.3						
January	1972	102.5						

NOTE: Canada's Consumer Price Index for all items increased 0.6 index points during the last month or 0.4 percent. This equaled an annual rate of increase of 4.8 percent (12×0.4). The increase during the past year was 13.8 points or 9.0 percent.

Percent increase between two dates is calculated by subtracting the index number for the earlier date from that for the later date and dividing the result by the index number for the earlier date, then multiplying by 100.

EXAMPLE: For the period of January 1977 to January 1978; $167.8 - 154.0 = 13.8$ divided by $154.0 = .090 \times 100 = 9.0\%$.

changed because of a technical flaw in a 1972 amendment which would have compounded miscalculations over the years if left as it was.

Effective January, 1979, there will be no loss of benefits for widows or widowers over 60 who remarry. Another provision effective January, 1979, shortens from 20 to 10 years the length of time a person must have been married in order to qualify for Social Security benefits on the basis of a spouse's earnings.

In order to qualify for Social Security benefits, a worker must have credit for a certain amount of work covered under Social Security, or "quarters of coverage." Before 1978, a quarter of coverage was any calendar year after 1936 in which the worker was paid at least \$50 in wages for work covered by Social Security. Starting in 1978, one quarter of coverage will be credited for each \$250 earned in a year, with a limit of four quarters per year. The \$250 figure will be raised each year to reflect the increase in average wages.

Generally, Social Security benefits are based on the worker's earnings, but a minimum is guaranteed for those persons who have long been covered under Social Security but at relatively-low pay. The minimum is now \$9.00 times the years of coverage over 10, with a maximum of 30 years. In 1979, this minimum will be raised to \$11.50.

Support of Labor

The concept and the principle of the Social Security system have always been supported by organized labor, but we believe that all working Americans are entitled to the sureness and peace of mind of knowing that their benefits will be there when they in their old age or in a state of disability, their dependents, or their survivors need them. Although the financing seems to be on an actuarially-sound basis, now, the matters of financing and benefits should be reviewed and improved periodically. We believe that one of the options that deserves strong consideration is partial financing from general revenues. The original planners of the program in the 1930s favored a three-way means of financing—part from employers, part from workers, and part from the federal treasury. We believe that it is especially urgent that Congress provide for a share of Social Security financing by the federal government during periods of high unemployment when millions of jobless workers are not paying any Social Security taxes and, thus, employers are also not contributing on their behalf. One reason for the current drain on Social

continued on next page

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Security funds is the high rate of unemployment and inflation of recent years.

We believe also that Social Security benefits should be adjusted for inflation at least every six months when the CPI has risen by three percent or more, instead of the present annual adjustment.

We favor taxing the total payroll of employers, with no upper limit, instead of the current method of employers matching, dollar for dollar, the Social

Security taxes paid by workers. The net cost to employers, after all, would be less, since they can deduct the cost of Social Security taxes from their income taxes; workers pay income taxes on their full incomes, including the amount paid as Social Security taxes.

We also support the AFL-CIO Council's recommendation that Congress support the "principle" behind H.R. 10068, which would roll back the current 6.05

percent Social Security tax rate to 5.85 percent in 1979. Money lost by the reduction and by elimination of the scheduled increase to 6.13 percent next year would be financed by general revenues. The AFL-CIO estimates that this would reduce taxes on employers by \$2.6-billion, on employees by \$2.5-billion, and on the self-employed by \$0.3-billion.

ECONOMIC/COLLECTIVE BARGAINING TERMS

No-lockout clause—Provision in a collective bargaining contract in which the employer agrees that he will not withhold work from individuals or close down his plant or operation in order to force the employees to accept his terms.

No-strike clause—Provision in a collective bargaining contract in which the union gives its promise that, during the term of the contract, the employees will not engage in activities that will result in a stoppage of work at the plant or site of operation.

Past practice—Term in a collective bargaining contract, one on which a number of arbitration awards have been based. The question of what constitutes a past practice generally takes into consideration how long a particular practice has been in existence and how deeply ingrained the practice is in order for the parties to determine whether a past practice should be continued by the employer or should not be changed except by mutual agreement.

JANUARY, 1978

REVISED CONSUMER PRICE INDEX FOR URBAN WAGE AND CLERICAL WORKERS

UNITED STATES CITY AVERAGE

SOURCE: U.S. DEPARTMENT OF LABOR BUREAU OF LABOR STATISTICS
REFERENCE BASE, U.S. AVERAGE 1967 = 100

Month	Year	All Items Combined	Food	Housing	Apparel & Upkeep	Transportation	Medical Care
January	1978	187.1	199.0	193.8	155.4	179.1	211.2
December	1977	186.1	196.3	192.4	158.2	178.8	209.3
November	1977	185.4	195.6	191.4	158.5	178.7	208.1
October	1977	184.5	194.4	190.4	157.2	178.6	207.2
September	1977	184.0	194.5	189.5	156.2	178.5	206.3
August	1977	183.3	195.2	188.3	154.8	178.9	204.9
July	1977	182.6	194.6	187.4	153.4	179.3	203.5
June	1977	181.8	193.6	186.0	153.9	179.2	201.8
January	1977	175.3	183.4	180.3	150.0	172.1	194.1
January	1976	166.7					
January	1975	156.1					
January	1974	139.7					
January	1973	127.7					
January	1972	123.2					

NOTE: Consumer Price Index for all items increased 1.0 index points during the past month, or 0.5 percent. This equalled an annual rate of increase of 6.0 percent (12 X 0.5). The increase in CPI during the past year was 11.8 points or 6.7 percent.

Percent increase between two dates is calculated by subtracting the index number for the earlier date from that for the later date and by dividing the result by the index number for the earlier date, then multiplying by 100.

EXAMPLE: For the period of January 1977 to January 1978; 187.1 - 175.3 = 11.8 index points; 11.8 divided by 175.3 = .067 X 100 = 6.7%.

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8TH DISTRICT CONSTRUCTION MEETING

Department. He had high words of praise for the cooperation that the Department is receiving from Secretary of Labor, Ray Marshall, in the important field of construction worker health and safety. In the afternoon session, Colorado BTC Business Manager John J. Donlon spoke on the many activities of his busy office. He referred to the problems encountered in the field of safety and with the problems his office had encountered in getting the Colorado Legislature to recognize safety problems and appropriate enough money to deal with those problems through addi-

tional inspectors. Brother Donlon also spoke at some length on the problem the building trades local unions are encountering in doing construction work with union workers and reminded the IBEW delegates how lucky they were to have a Referral Procedure, even though we have occasional problems with it. Brother Donlon is a member of Local 113, Colorado Springs, Colorado. The last speaker on the program was Colorado State Representative Charles DeMoulin, DeMoulin has appeared at many IBEW functions over the years. He gave an up-to-date and

interesting report on the Colorado Legislature, which is controlled in both Houses by the Republican Party. DeMoulin is one of the ranking Democrats in the Legislature and was Chairman of the House Labor Committee during the previous session when the Democrats were the majority party in the Colorado House of Representatives. Brother DeMoulin is a member of Local 68, Denver, Colorado.

Vice President Farnan closed the meeting by extending his best wishes for the holiday season.

LOCAL LINES

Camp Integrity Awaits The 1978 Summer Season

L.U. 3, NEW YORK, N.Y.—Bayberryland, a 314-acre estate, purchased by the Pension Committee of the Joint Industry Board of the Electrical Industry in 1949, to serve as a convalescent home for Local 3 members recuperating from an illness or accident, has grown immensely in the past 28 years. In addition to the rest home, a weeklong educational program was established in 1957, in which over 19,000 members have participated as students. With the building of six new motel-type buildings on the grounds, pension members and their wives are able to spend the spring, summer, and fall months at one of New York's better resort areas. Bayberryland has also become the center of both inter- and intra-union conferences as the occasions arise.

After an IBEW Progress Meeting in 1971, in California, International Treasurer Harry Van Arsdale, at the invitation of Joseph Mazzola, business manager of Local 38, United Association of Plumbers, visited a camp for members' children in a beautiful setting on a mountain lake. He was immensely impressed and envisioned a similar program for the children of Local 3 members at Bayberryland.

In January, 1972 the Educational and Cultural Fund of the Electrical Industry appropriated funds to construct a campsite. Construction started in April on a dining hall and administration building. Fourteen-tent platforms were also constructed giving the camp a capacity of 126 campers. In addition a boat dock and a swimming float were installed. A total of 325 boys and girls attended Camp Integrity in its first year. Since that small beginning in 1972, the camp has grown to include all the activities that make up a full camping program with bigger and better facilities. In the summer of '77, close to 700 boys and girls attended Camp Integrity, bringing the total number of campers to 4,668 in the first six years. Each participant attends camp for a two-week session during the summer vacation period. In order to help defray the cost of the program, each camper pays a fee of \$25 per week. The staff of the camp consists of young adults who are mostly the sons and daughters of Local 3 members.

With the addition of Camp Integrity making Bayberryland available to the children of Local 3 members, the vacation program for pension members and their wives, the week-long educational programs for members, along with our convalescent members, weekend conferences dealing with current problems facing the labor movement, and finally the opportunity for Local 3-sponsored Boy Scout troops to practice their scouting skills, Bayberryland is living up to the potential foreseen by the members of the Pension Committee who were instrumental in purchasing this valuable property.

THOMAS VAN ARSDALE, P.S.

Members Wish the Best For Claire Fenn

L.U. 7, SPRINGFIELD, MASS.—The members of Local 7 have recently lost the services of one of the most active women in our union. We say this because we have gone over the facts and, for the last 22 years, our health and welfare, pension, and union business has been taken care of by Mrs. Claire Fenn. Claire has worked for Business Managers Bill Wilie, Walter Egan, Phil Collins, Sr., and Bob Illig. We're sure that work-

Retires



Claire Fenn, who worked for Local 7, Springfield, Mass., for 22 years, is retiring.

ing with four different bosses, plus many different pension and health and welfare trustees, all with conflicting principles and beliefs, could not have been an easy task. This lovely woman worked during the drastic changing times of the labor movement in New England, yet she managed to do an excellent job of satisfying the members and their families. We would like to congratulate and thank Claire for her many years of dedication strictly for *our* benefit, and wish her many years of happiness in her retirement.

Local 7, with the help of the Plumbers United Association Local 89, put on a different type of social function for its members and friends. The evening started with a battle between the Eastern and Western Division leaders of the American Hockey Association. Following the exciting game in which the Springfield Indians defeated the Rochester Americans, everyone was invited to a pizza and beer party nearby. Athletic Association Chairman John Collins was very happy with the turnout despite the handicap of poor weather conditions.

JOHN TRANGHESI, P.S.
PHIL COLLINS, JR., P.S.

Work Picking Up For Detroit Local 17

L.U. 17, DETROIT, MICH.—During the past few weeks work has been picking up for all our members, except those working under the 6-17-B (Commercial) agreement. We have a few travelers with us now and would like to see more.

We have reason to believe that our commercial work will pick up, but I'm tired of trying to project a date and I know our members are becoming just as tired watching the predicted dates go by. The job we anticipate may turn out to be one that we'll have to keep under constant surveillance because of jurisdictional problems but that would be no problem. It is much easier to go to work and worry about jurisdictional problems, than it is to worry about a paycheck!

Under the tree trimmers agreement on Bell property, we have recently negotiated a new contract. The proposed agreement was ratified the first week of January.

The members under this contract received an additional holiday along with a wage increase.

This local union suffered a fatal accident in the month of December. Brother John Harris of the Public Lighting Department accidentally contacted 24 KV while replacing a defective cable at a substation.

As a result of this accident, the State of Michigan investigated and found the employer

Dinner-Dance



Stewards and their wives are shown at the Christmas dinner-dance of Local 17, Detroit.

violated two OSHA standards.

One standard involved clearances. The clearance that Brother Harris was asked to perform his work in is violation of the standards. At the time of the accident the Public Lighting Department had no means of insulating the top portion of the switch which is within the minimum working distance, and at the time of this writing, the Department still has no means of protecting an employee if he was working in a similar situation.

Our members will not be permitted to do this work unless it is deenergized or barricaded. As a union we can be and are *firm* about *safety*, but you the members have to follow the rules. Yes, we can blame the companies and it is their responsibility but it doesn't help our two members who suffered fatal accidents in the last two months. You, the members must observe the safety rules to take care of the only person that counts—you and your fellow workers. And we, the union officers, will see that the companies follow the rules 100 percent. Work safely.

On January 26, 1978, the Detroit area was hit with a devastating snow storm, causing many power failures. Due to the amount of snow and high winds, we were confronted with snow drifts of 9 to 10 feet, making it totally impossible to reach many areas to restore service. The highways were plugged with cars that had to be towed away before the snow plows could get through to clear the way. The second day of the storm we got some organization, and with the aid of

snowmobiles and snow plows leading the way for our line trucks, we managed to get the job done safely.

The L. E. Myers Company was the successful bidder on 34 miles of 345- and 765-KV line, from St. Clair to the Greenwood Energy Plant. There is other isolated transmission work on two 120-KV lines to start immediately.

Our tree trimming force of 350 trimmers has been stable for several years and we expect that to continue also. The only area that is somewhat down is our commercial work. This work is basically performed by our older members, some who through the course of their employment have become limited to no climbing. We do have a few on the bench and some have been successful in getting referrals from inside locals. Basically, our members are in pretty good shape.

The Detroit Edison Company is breaking ground on its Belle River Power Plant site and work continues to progress on the Greenwood and Fermi No. 2 Power Plants.

These jobs are worked under our commercial agreement and in conjunction with the international power agreement, where all the different trades are involved. This agreement has proven to work quite well here as we have had few problems with the other trades on jurisdiction.

PRESS SECRETARY

Local 26 Receives Feather In Cap Thanks

L.U. 26, WASHINGTON, D.C.—We have been working hard on the Labor Reform Bill, cooperating with the AFL-CIO on their massive post-card campaign. Our Retired Members Club even got into the act by stuffing the envelopes for a massive mailout on the Labor Reform Bill to our membership. These boys really come through when you need them, and we send our thanks to our retired Brothers for their help on this and on other projects throughout the years.

In an effort towards better communications with our membership, we are publishing a monthly newsletter which is distributed to our members at our monthly union meeting. All committees include a report in this newsletter informing the membership of the happenings in each area of our local. We also include a calendar showing the upcoming events at the local union. We have only been publishing this newsletter for the past three months, but from all indications that we have gotten from our members, it seems to be going over well.

Local 26 got a sort of "feather in our cap" by way of the Washington Building Trades Council who received a letter from the attorney for the Holy Cross Hospital Building Fund. We did the electrical work on the addition to this Hospital and were glad to learn that the construction contract for the entire project was \$4,000,000 less than the architect's estimate, that the net cost of change orders was less than \$50,000 and that the project was completed well ahead of schedule with a savings in construction loan interest in excess of \$1,000,000. Needless to say, Holy Cross Hospital and Local 26 are happy that they built union!

I heard a friend complaining,
Said he lost his job today.
Sounded like he lost his faith
In the good ol' USA.
So, I paid my friend a visit
And this is what I found—
Almost everything he bought last year
Came from foreign ground.

A German car was in his yard,
His TV was made in Japan;
His shirts were made in Hong Kong,
His sweater in Ireland,
His shoes were made in Italy,
His tie in ol' Norway.
But whatever happened to the goods
Made in the USA?

The factories are busy in Germany
And they are busy in Japan;
Hong Kong labels are everywhere
And so are "Made in Thailand."
Maybe you'll start thinking
The way I did today—
And you'll buy more goods
Made in the USA.

WADE SHERIFF, B.M.

Champions



Members of the championship baseball team of Local 38, Cleveland, Ohio, left to right, are Jim Egin, Dave Seelbach, Don "Zorro" Azzalina, Pat Brown, Joe Egan, Gary Laska, Berry Fry, George Mastrobuono, Jerry Scott, Frank Svoboda, Gary Croucher, and Jim Willard.



Left to right are Gary Laska, Most Valuable Player; Joe Egan, manager; and Jerry Scott, Batting Champ and Rookie of the Year.

Cleveland Scribe Reports On Sports, Bloodmobile

L.U. 38, CLEVELAND, OHIO—Reflecting back over the year 1977 we find that Local 38 has quite a few outstanding athletes in our ranks. Although our championship baseball team didn't finish in first place, they were very close, according to Dave Seelbach. But no matter what position they finished in, there were two Brothers who put forth an outstanding effort and they were Garry Laska, who received the Most Valuable Player Award, and Jerry Scott, who received the Rookie of the Year Award and the Batting Champ Award. In case you didn't know, the MVP Award will be an annual award and the player will receive The Elmer Jenke Award—who as we all know is All-Time Most Valuable Player.

Baseball was not the only sport in which Local 38 excelled. When Local 306, in Akron, sponsored the International Golf Tournament this past summer, our local was represented so well that Brothers Dan O'Calahan, Ralph Batke, Craig Hubert, and Don Seeholzer finished with low net in the tournament. Congratulations, gentlemen.

At this time we would like to thank all those Brothers who have been turning out every three months for the Bloodmobile. There are usually between 75-100, but we really could double this number and still need more. So please call the hall and find out the next date.

Also, we would like to thank Bill Tobin, who with the help of Financial Secretary Bill Garapic, makes these Bloodmobiles a success.

JACK COREMAN, P.S.

No Work Crew Call In Snow Storm Questioned

L.U. 42, HARTFORD, CONN.—Well, Brothers and Sisters, here we are in the throes of winter again, and some of the most savage storms in decades have gone by, but, alas, no jobs for our hard-hit construction forces.

The storm preceding the one that occurred in February, brought down wires all over the state and had thousands of people out for days, but we never got a call for a single crew; except for the two crews who were already working on UI property, *no one* was called to work.

We had literally dozens of trained, competent linemen, (drawing Connecticut unemployment) sitting home while the Utility Company brought in workers from out-of-state utility companies. I wonder if this is another money-saving move.

Address CHANGED?

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

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

NAME

NEW ADDRESS

City State Zip Code

PRESENT LOCAL UNION NO.

CARD NO.
(If unknown — check with Local Union)

PENSION MEMBER

OLD ADDRESS

City State Zip Code

FORMER LOCAL UNION NUMBER

Mail To: Circulation Department
International Brotherhood of Electrical Workers
1125 15th Street, N.W., Washington, D. C. 20005

We had a couple of small jobs start, one in New Haven Harbor and another in Southern Vermont. Both are being done by the J. William Foley Company.

We still have our two distribution crews working in Vermont for Central Vermont Public Service also employed by J. William Foley Company.

We are saddened to have to report the deaths of two of our members, Frank Chilcutt and Mark Flaherty, who were killed in a tragic car accident. They will be missed by all of us.

Our Cable Television Department is going along fine, with only a couple of minor problems, which have been ironed out. Two of our members from Pioneer Valley Cablevision are retiring, Charles and Mae Johnson. I do want to wish them all the happiness and a pleasant retirement—good luck, Babe and Mae!

After a hard-fought negotiating session with the Asplundh Tree Experts Company, we have come to a tentative agreement, and I do hope that we can report ratification in the next issue of the *Journal*.

There have been some changes at the town of Watertown, with chief operator Peg Palmer retiring. Good luck, Peg! We are hoping to iron out any minor differences in our upcoming negotiations.

Remember that this year is our election year for union officers and delegates to the International Convention, with nominations being held in May and the Election in June. Be sure the office has your correct address, as our voting is done by mail ballots.

JAMES D. FRASER, P.S.

Work in Seattle Local 46 Jurisdiction Good

L.U. 46, SEATTLE, WASH.—Greetings from Local 46. As the new scribe I am going to try to relate the events from this corner of the country to our friends and Brothers throughout the country.

Work in our jurisdiction has been good to all our units and prospects for the future look good also. The Trident Submarine Base continues to be our biggest job, located at Bangor, which is across the Puget Sound from Seattle. The business agent in this area is David Hutchins, who has done a fine job with the problems involved with this and other jobs on that side of the pond.

We have gained ground over last year in signing house-wiring contractors. Our Residential Unit is growing every month due to the efforts of Business Agent Bill English selling the advantages of the union shop to non-union contractors. This is a very difficult and uphill battle but we have gained some ground.

Our \$53-million ice breakers (Polar Sea and Polar Star) are still having propeller problems. These monsters were built by Lockheed Shipbuilding Company in Seattle, with the aid of our Marine Unit, headed up by Bill Carpine.

Other business agents are Ed Olson, Dave Jordan, Paul Schwendiman, and John Tobey. At the head of Local 46 is Business Manager Bob Keller.

I would like to point out that, even though we are fortunate enough to be working, our hands are full with non-union activities and environmental issues. We also just "won" a battle in which a group wanted a gas tax rollback which would have cost the state thousands of construction jobs. In that same election voters did repeal the sales tax on food.

Next month I will try to drop a few more names of the people involved in our local work projects and Northwest politics. In closing, I would like to congratulate our football team, the "Huskies," for their trip to Pasadena. Till next month.

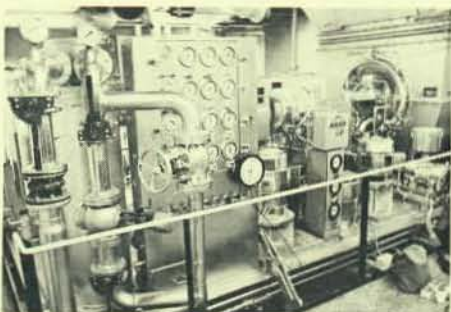
STEPHEN ANDERSON, P.S.

At Meeting



Marine wiremen of Local 48, Portland, Ore., are shown attending a monthly meeting at the Labor Center in Portland.

Oil Tankers



Marine wiremen of Local 48 recently worked on five new oil tankers for the Chevron Shipping Company of California. Here is the main gas turbine on the Chevron Oregon.



Ship control center alarms and controls for ships operations and propulsion systems are contained in this panel.



G T Chevron Oregon sailing full speed under full ballast condition during sea trials.

Marine Electricians Work On New Oil Tankers

L.U. 48, PORTLAND, ORE.—Local 48 has approximately 300 marine electricians. They hold their monthly meetings on the fourth Wednesday of each month in the Labor Center. Marine

wiremen are responsible for the overhauling and installation of electrical systems on various types of vessels. A most recent major project which involved Local 48 marine wiremen was the construction of five new oil tankers for the Chevron Shipping Company of California. The five vessels built in Portland were Chevron Oregon, Chevron Washington, Chevron Colorado, Chevron Louisiana, and Chevron Arizona.

The most notable design feature is their gas turbine electric drive which supplies power to a 12,500-horsepower constant speed motor which powers a single controllable pitch propeller. Overall length is 650 feet with a depth of 50 feet. The cargo capacity is 267,000 barrels with a pumping capacity of 24,000 barrels per hour. When fully loaded they reach a speed of 15 knots.

It took approximately 18 months to complete each vessel with a crew of about 45 marine wiremen.

AL FELLER, P.S.

Mourned



Brother Raymond Garrett, Executive Board member of Local 51, Springfield, Ill., of the Galesburg Unit, recently passed away.

Brothers Garrett and Savage Mourned by Local 51

L.U. 51, SPRINGFIELD, ILL.—I had scheduled an article on some of the power plants in Local 51 jurisdiction for this month's issue, but because of the weather, some of the material didn't get into the office. I will do it at a later date. As I have said before, we do intend to do something each month on the makeup of Local 51.

Brother Raymond Garrett, Executive Board member from the Galesburg area, passed away after a long illness. Brother Garrett became a member of Local 51 on January 1, 1945, and upon his death was employed by the Illinois Power Company as an outlying troubleman in Blandinsville, Illinois. Ray had served as mayor of Blandinsville and as a member of the Local 51 Executive Board for eight years. He had been the representative from the Galesburg area on Illinois Power Company Negotiating Committees and served in various capacities and on committees in the local's interest. I had the privilege of knowing Ray for a number of years, agreed and disagreed with him a time or two, but most important, respected him because of his unselfish beliefs and hard work that he performed for the Brotherhood and Local 51. He never worked or used his position for his own self-interest, but always to help someone else. In his passing and on behalf of the members of Local 51, I extend our deepest sympathy to his wife and family.

Retired construction Brother Clinton "Huston" Savage recently passed away. Brother Savage attended Normal University (Illinois State) and declined a teaching position to work outside electrical construction. He became a member of Local 702B (Local 51) in 1933. Except for a short time in the farm implement and automobile business, Huston worked out of Local 51 in line construction until he retired in 1973. At one time he and all five sons worked out of Local 51. Gary, a journeyman lineman, was killed in an automobile accident in 1970. Twins, Lonnie and Leo, both journeymen linemen—Lonnie is presently working as foreman for Miller Construction and Leo is employed by Central Illinois Public Service. Byron and John are truck drivers and operators. Huston was proud of his union membership and the fact that his five sons followed into line work. Many lines were built around the kitchen table. Not to be forgotten is his wife, Wanda, whom he married in 1941, the mother of

his five sons, who knows and understands line work. The Savage family requested a special "thank you" to Bill, Dick, and Randy France, Roger Nelson, Kenny Stringer, and crew members of the N. G. Gilbert Company for their kindness in their time of sorrow. I extend our deepest sympathy to Huston's wife and family on behalf of Local 51.

Brothers James Tudder and Gerald Schwartz of Kewanee have been awarded the IBEW Life-Saving Award. Because of their quick thinking and action, they were responsible for saving the life of Brother Gerald Braden, forestry foreman. Brother Braden and his forestry crew were trimming in Kewanee on a 4160-volt line when the boom came into contact with the circuit as he was shutting off the chipper, causing electrical burns to his left hand and both feet. Brothers Tudder and Schwartz, who were working nearby, noticed an odor of burning rubber and ran to investigate. They found Brother Braden lying face down and not breathing. Brother Schwartz administered mouth-to-mouth resuscitation, while Brother Tudder summoned the ambulance and returned to assist in giving first aid, which proved to save Brother Braden's life. In times like this, when our members keep their cool, they deserve a special thank you for a job well done. The saving of a human life is the greatest service a man can do for his brother.

The La Salle Unit will hold its annual dinner-dance May 6, 1978, at the K.C. Hall in La Salle, Illinois. Tickets may be obtained from any of the ticket captains in the La Salle area, or by ordering them from Herman Emmerling, 400 E. Erie St., Spring Valley, Illinois 61362. The tickets are \$5.50 per person and must be purchased by April 29, 1978. All Local 51 members and guests are invited to attend, as a good time will be had.

Agreements have been reached on Outside Power Construction 6-51-A, the tree clearance agreement 6-51-C; General Telephone Pension and Illinois Power Company Pension is being voted for ratification.

In closing, attend your union meetings; they're the place to get your questions answered about what's happening in your local.

DOM RIVARA, P.S.

On Job



These photos show members of Local 55, Des Moines, Ia., pulling wire on reconductoring job between Boonville and Ashawa substations for Hoak Construction Company.

Scribe Lists Names Of Officers

L.U. 55, DES MOINES, IA.—Well it's been a long time since we've had an article in the *Journal*. To bring everyone up to date the following people were elected to office in the local last June: president, John Larson; vice president, Russ Prewitt; business manager-financial secretary, Mike Sauve; secretary, Jerry Spieker; treasurer, Dick Andre; Executive Board, Myron Green, Sam Decker, LeRoy Garman, Kenny Pottebaum, and Jack Clark; Examining Board, Ed Sirfus, Spud Laffoon, and Dave Turner.

Hopefully, by the time you read this, our negotiations for the construction unit will be completed. Negotiations for our municipals and Rural Electric Cooperatives are now under way.

We hope to have a banquet and party again this year around the first part of May. We have a Life-Saving Award to present and we will acknowledge our new journeyman linemen and some recent graduates of our new Operator Training Program.

The following conversation was overheard on a job recently. One lineman asked a co-worker, in jest, if he thought he would ever amount to anything? In a thoughtful, sincere manner came this answer: "It will all depend on what qualities you use as a yardstick to measure by. If your yardstick requires that I wear a suit, white shirt, and tie; be concerned with whether the stock market goes up or down each day; use my friends to get ahead in my job; strive for more money than I need; be ever concerned with what my neighbors have or think, then, I'll be a miserable failure; but—if your yardstick only demands that I do my job the best I can each day; be concerned about my family; raise my children to be honest, happy, solid citizens; assume my fair share of work and responsibility; be willing to lend a hand to friends, relatives, or those less fortunate than I; and above all else have a ready smile for those who disagree with me, then I hope my judges will be compassionate enough to say, "He did his best!"

If you have anything you would like to see in the *Journal* call the office and leave a message for me.

MYRON GREEN, P.S.

Apprentice Graduates Feted At Testimonial Banquet

L.U. 58, DETROIT, MICH.—Local 58 hosted a testimonial banquet on January 27, honoring the apprentice graduation classes for the years 1976 and 1977. Despite the blizzard conditions, over half the expected guests battled their way to the Raleigh House in Southfield for the event. The effort was rewarded with a delicious meal and an extended cocktail hour.

Speakers were introduced by toastmaster Francis Sadowski, president of Local 58, who is also chairman of the Joint Apprentice and Training Committee. Jack Klarr, president of the Southeastern Michigan Chapter, NECA, and JATC secretary, spoke on the ever-changing industry the graduates face. Detroit City Council-

Graduation Banquet



Shown is the 1976 graduating class of Local 58, Detroit, Mich.



Dan McGrall, 1977 graduate, and his wife, Sandra, enjoying the banquet.



William Wolf, training director for the JATC, talking to his son Steve, a 1976 graduate.

man Jack Kelley pledged his continued efforts to do all he can to see that Detroit's construction goes to union contractors.

Perry Shilts, secretary-manager of Southeastern Michigan Chapter, NECA also spoke and assisted in the presentation of certificates. Andy Phillips, director of the National Joint Apprentice Training Committee, was unable to attend due to the storm condition.

GENE G. LINNA, P.S.



Shown is the 1977 graduating class.

On Job



Members of Local 73, Spokane, Wash., employed by Maxwell Electric, are shown at the new Garco Plant. Standing, left to right, Lyn Gier, Jim Nutting, Bill Sharpe, Charlie Mauk—foreman, Dick Munk, and Mike Berarducci; kneeling: Frank Wosick, Harvey Bucholz, and Hare Tanaka.

Second-Year Apprentices



Second-year apprentices, back row, left to right, are Joe Anderson, Jim Pendley, Craig Blucher, John Kendall, Jerry Clark, and Bill Meyer; front row: Len Huffman, Rob Kastner, Don Graham, Pat Adams, and Gordon Vally.

Fourth-Year Apprentices



Fourth-year apprentices, back row, left to right, are Dick Jewel, Mike Owen, Mark Stantus, Dale Kendall, Ken Hawley, Chuck Hively, Dan Aga, Lou Box, Steve Evans, and Gus Kiesz; front row: Steve Williams, Dick Welsh, instructor Howard Slemmer, Howard Jefferies, Brad Robinson, and Dennis Middleton.

Work Scene Looking Good for Local 73

L.U. 73, SPOKANE, WASH.—Work during December was a very pleasant surprise for all of us. We enjoyed a very large manpower job at Kaiser Trentwood which ended the first of the year.

The work picture for this year is looking very good for our area and we hope we'll have work for our traveling Brothers.

Our new dues increase was approved by International President Charles H. Pillard, and went into effect on January 1, 1978. This increase of \$2.00 a month will be for every member of the local.

Brothers Hubert Harder and Al Slater are recuperating after their recent illnesses and we are hoping for quick and complete recoveries.

Brother Bert Jones was severely burned while working on a 480-volt switch on the Kaiser Trentwood job. He is going to require a long recovery period and we all wish him well.

See you at the next meeting.

JAMES "JIM" HUGUENIN, P.S.

Local 77 Members Accept Company Offer

L.U. 77, SEATTLE, WASH.—Puget Sound Power & Light Company members voted on January 12, 1978, to accept a Company offer. They voted

twice on the same proposal. The first time there was some confusion and it lost by a very small margin. This second time out it was accepted but the acceptance was also by a small margin.

It is for a three-year contract and provides a journeyman lineman scale of \$9.70 per hour retroactive to April 1, 1977; \$9.81 per hour on August 1, 1977; and equivalent percentage increases for all other members except those in entry level positions.

The second year a 5 percent general increase plus $\frac{3}{4}$ of a percent for every full percent over 5 percent, based on the 1967-1969 CPI February-February Seattle-Everett Index. Also effective April 1, 1978, a six-week vacation for all full-time employees with over 30 years.

The third year, a general increase for all classifications equal to 90 percent of February, 1978-February, 1979 Seattle-Everett area CPI 1967-1969 base.

On January 11, 1978, Business Manager-Financial Secretary Warren Adkins resigned. Richard N. "Dick" Rogers, the business representative who has handled the construction out of our Seattle office for the past six years, was elected by the Executive Board at a special meeting, as our new business manager-financial secretary. Dick Rogers has the respect of all those who have worked with him. We are sure he will do a fine job.

Charlie Silvernale was hired to replace John Spradlin as business representative in charge of our Spokane office.

Seattle Auto Mechanics have been on strike for nine months. Wages are not the issue. A settlement was approved by the union members and rejected by the dealers because of the closed-shop clause. The 52 dealers have been hiring non-union mechanics and been able to keep their doors opened.

The unions have offered to submit to binding arbitration but the dealers rejected the offer.

The Auto Mechanics are not enlisting the aid of other unions both financially and on the picket lines.

Volunteers from our membership are assisting with picket duty at one dealer each Saturday. Other unions are being asked to each help picket at a different dealer.

Many of our members are also giving financial assistance.

It doesn't seem possible that an auto strike could last this long in Seattle. We used to be known as a good labor town.

STAN BOWEN, P.S.

Local 80 Retirees Enjoy Get-Together

L.U. 80, NORFOLK, VA.—In January, 1978, labor unions and the American working people lost a true friend with the death of Senator and former Vice President Hubert H. Humphrey. He

Get-Together



"Hurry it up, Jim, we want to get back to eating and just talking."



Minutes of several of Local 80's first meetings were reviewed by, standing, left to right: S. J. Noel; G. E. Leach, business manager; Paul Benjamin; W. R. Sykes, assistant business manager; Joe B. Wall; and Joe P. Campbell; seated is Jewell E. Baker.



The local union office force who prepared and made the luncheon for the retirees. Left to right are Barbara Perry, Gene Leach, Anna Waterfield, Simone Huerta, and Richard Sykes.

will long be remembered by all. One of his last speeches was given to an AFL-CIO gathering in Los Angeles, California. Excerpts from this speech: "Peace is the goal of mankind, and the American labor movement always understood it because it's your sons and your daughters, that do the fighting, that makes the sacrifice." "Our nation is strong and our people are decent and hardworking. We are blessed with good and, I think, honorable leaders." "We not only have good technology, we not only have the best in science, but we have the best in people, people that know how to get a job done." "That's what I live for; that's what I work for; that's why



Retired Brothers of Local 80, Norfolk, Va., take time from their get-together to have their picture taken. Standing, left to right, are Fred L. Russell, Frank R. Darden, Brice G. Castles, Joe P. Campbell, B. D. Elliott, M. P. Martin, John S. Thomas, Sr., S. J. Noel, J. E. Baker, Joe B. Wall, Frank E. Knakal, H. A. Tarrall, Mahlon B. White, and Paul Benjamin; kneeling: Gilbert S. Johnson, Melvin L. Cheshire, Jack Karias, William Motley, Sr., Lyle C. Hardy, Emory A. Whaples, Rufus R. McGhee.

I'm with you. And I'm going to continue to be with you as long as the good Lord gives me the breath to live." This reporter will long remember that day in Washington, D.C., that I shook the hand of Hubert H. Humphrey.

The retired members of Local 80 were again invited to a very special luncheon and get-together, just prior to Christmas, by the officers of our union. As in the past, it was most enjoyable for all who came, 21 in all! The food was so good that "Catfish" Elliott did not want to take the time to look up for the camera. He said he lost a few good bites just to have his picture taken. Brother Emory Whaples was telling about all the fish he caught not long ago. Someone asked where he caught them; "In the mouth," he replied. (Smart answer, Brother.) We fishermen don't tell all our good spots. All in all, everyone enjoyed themselves with plenty of good food, tale swapping, and brotherly love toward one another.

"Work," that is a word that many of our Brothers wish we had more of. The snow, cold temperature, rain, and muddy ground have stalled many jobs that would be coming out of the ground. I hope by the time you read this (April) our bench is cleared and we can start bringing home many of our Brothers working out of town.

Overheard one Brother on the bench ask another Brother how to spell relief from all this freezing cold, ice, snow.—He replied, "J-U-L-Y."

News Flash—The Joint Apprenticeship office is now located in the building with the union office, Room 307. Phone 480-2812.

Nomination of officers for our local union will be held at the May meeting of our union. Election of officers will be in June. You Brothers who may be working out of town may want to apply for an absentee ballot, if you can't make it back to vote. Check this out, as every member should vote for the candidate of his or her choice.

Brother Ray Dillon was appointed by President V. J. Hicks to serve another three-year term on the Joint Apprenticeship Committee.

Congratulations to our newest journeymen, who just completed their apprenticeship, Steve Hart and Ellis Ives III.

Several of our members are sick, recuperating at home, or in the hospital. Visit or send a card when you can to Jake Culifer, Tommy Driskill, M. C. Carroll, Frank Matey, Allen Tate. We wish all these Brothers speedy recoveries.

Easter Sunday just passed and I hope you attended the church of your choice with your family and enjoyed the day. In the life of Christians, Easter is a very special day—"Christ arose."

Word to the Wise: The Son of man must be delivered into the hands of sinful men, and be crucified, and the third day rise again. St. Luke 24:7

J. D. HOLLOMON, JR., P.S.

Foster Parents



In the past five years, Brother Doyle Howard of Local 84, Atlanta, Ga., and his wife have been the foster parents of 32 children. They are shown with their own two children and a 10-month-old foster boy.

The Howards Foster Parents of 32

L.U. 84, ATLANTA, GA.—Doyle Howard, recording secretary for Local 84, and his wife, Lawanda, like the pater of little feet around the house, so much, in fact, that they have had 32 children in the last five years. Doyle and his wife take foster children into their home at Cartersville, Georgia. They have two children of their own, daughter Carla and son Keith.

The procedure for getting a foster child, Howard said, is similar to the process which must be followed in adopting a child. The prospective foster parents submit an application to the county and are given an interview. If their application is accepted, the parents are given a choice of what age child they would like to take.

Foster homes are generally a stopping-off point for children on their way to permanent homes with adoptive parents. During the five years that they have been taking in foster children, the Howards have had 13 infants in their home, each spending several weeks with them before being adopted. Some of their older foster children have stayed with them for as long as 18 months.

The county government pays the parents a monthly room and board allowance for each foster child, with the amount varying according to the child's age. The foster parents also receive an initial clothing allowance for the child, as well as some spending money for such expenses as Christmas gifts. Medical care for the children is covered by Medicaid, and the parents even receive mileage allowances for trips to and from the doctor. Yet there are always little expenditures that come up, Doyle notes, that make caring for foster children a less than break-even economic venture. The return in terms of love and personal satisfaction, however, is high.

The Howards have tried to permanently adopt every foster child they have had. But there are long waiting lists of parents seeking to adopt children, and because they have two children of their own, their applications have in the past been denied. It looks now, however, like they will finally get their wish. The Howards currently have a 10-month-old baby boy, who has been with them since he was two days old. Their application for adoption of this little one is likely to be approved. Even when they have three children of their own, the Howards plan to continue taking in foster children, "as long as we are able."

Doyle, who works nights at the Georgia Power Company's Plant Bowen and has been a member of Local 84 since 1973, says the worst part of being a foster parent is having to give up each child when the county decides on a permanent home. According to the government's regulations, the foster parents are not supposed to know where the child is going, or ever see him or her again once the child has been taken from them. Although being a foster parent is an experience full of love and gratification, Doyle is quick to observe that it is "not for people who can't stand heartbreak."

After being daddy to 32 children whom he'll never see again, he should know.

J. R. HOLMES, P.S.

Niagara Mohawk Awards Contract to ABC

L.U. 86, ROCHESTER, N.Y.—Since the middle of November, 1977 the Carpenters Local 280, Lockport, New York, has had pickets at the new construction site of Niagara Mohawk's Operation Center on Route 5 Batavia, New York. The purpose of the picketing action is to inform the public that Niagara Mohawk has awarded the general contract to McWethy Construction Inc., an ABC contractor from Batavia, employing people who are working for wages, benefits, and conditions that are substantially below the area's standards. The Dodge reported cost of this project is \$1.7 million. It should be of interest

to those who that don't know that Niagara Mohawk is in agreement with the IBEW employing some 7,500 IBEW members. It is also noteworthy that the bids for this project were by invitation, making a lot of people wonder if Niagara Mohawk wasn't inviting trouble to begin with.

Since the project became a reality, many individuals and organizations have interceded with the hope of turning this job around. The Jobs and Energy Independence Committee's advisors met with officials from the company only to be told that restrictive legislation, purchasing and bidding procedures on file with the Public Service Commission, dictates that they select the lowest qualified bidder.

Our own Third District office, through its staff Representatives, spent considerable time and effort, to no avail. Business Manager Ruscher of Local 86 sent informational letters to the various local unions in agreement with the company, letting them know the new approach the company is using to circumvent the use of union labor at traditional rates and benefits. Business Manager Ruscher's letter concluded by telling the employees, "This recent practice by your employer, Niagara Mohawk, is very damaging to the members of our local and to all unionized construction employees. It also affects all unionized employees, including you—our fellow IBEW members—because it helps to tear down union standards generally. More specifically, this should come as a warning to you of the change in Niagara Mohawk's approach. Can you ever be sure now that your own job will not be subcontracted out to a non-union worker?"

It is our hope that the time and effort of a lot of people in this matter will be a good investment to identify to Niagara Mohawk, or any other company in a similar situation, the necessity of using, in agreement, contractors which will provide their company with quality construction and provide the union worker with wages, benefits, and conditions that are the standard and which they so richly deserve.

RICHARD W. MITCHELL, P.S.

Construction Work At Depression Level

L.U. 104, BOSTON, MASS.—We were honored in having International Representative Paul Loughram at a recent meeting. He spoke on the upcoming International Convention and the importance for all the Brothers to urge their senators to support S. 1883, the Labor Law Reform Act of 1977.

We extend our good wishes and a long retirement to Brothers Charles Russell, William Enos, Gerald Byrnes, and William Ronayne, past treasurer, vice president, and Executive Board member.

The local was saddened this month by the deaths of Brothers Richard Monteiro, Henry Thibault, and Edward Garrity. We extend our deepest sympathy to their families and friends.

In the construction field employment is still at a depression level with few prospects in the near future. We would like to thank the locals employing our many Brothers who are forced to travel. This keeps brotherhood in the Brotherhood.

We would like to congratulate the new officers of Local 104: Phill Guarino, business manager-financial secretary; Robert Ward, president; Charles Rooney, vice president; John Adamovitch, recording secretary; Mel Reid, Treasurer; and Paul Bouffard, Jack Lavey, and Bill Matthews, Executive Board.

See you all at the next union meeting.

BILL MATTHEWS, P.S.

Local 105 to Observe 50th Anniversary

L.U. 105, HAMILTON, ONT.—On May 25, 1978, our local union will mark its 50th anniversary. Local 105 was first chartered on January 30, 1900; however, there was a lull in the activities of the local at that time. The local was re-

Hamilton Scenes



Local 105, Hamilton, Ont., members working in Brantford at the Massey-Ferguson Plant.



Teamsters support Local 105 members picketing the Waterdown Legion for using non-union electrical contractor.



Local 105 members preparing for the October 14th mass demonstration against wage controls.



Hamilton-Brantford Building Trades Council picket line rammed by non-union contractor.

chartered on May 25, 1928, and has been continuously active since that date. Brother Lloyd Ossier is the only living charter member and has been retired for some years now, residing in Hamilton.

The work picture is still good in the industrial commercial and the institution sectors, and we hope that this will continue throughout 1978. The residential sector is slow, as there appears to be an over-supply of apartments for sale or rent in our jurisdiction. The local's organizing attempts have been handicapped because of the lack of work in the residential sector.

Province-wide bargaining under Bill 22 is now under way in our province, which will result in one agreement for each trade throughout Ontario. Our local union bitterly opposed this legislation being rammed down our throats by the provincial government, as we believe it is unworkable and heavily weighted in favour of the Contractors Association.

Our local was saddened by the deaths of Brothers Dave Armstrong and Homer Collins in January, 1978. Dave was a charter member of our local union. The membership's sympathy is extended to their families and friends.

J. BARRY FRASER, B.M.

Life-Savers



Assistant Business Manager Leonard Schroeder, Local 111, Denver, Colo., extreme right, presented IBEW Life-Saving Awards to, left to right, John James, Thomas White, John Baca, and Jay Ritschard.

Business



Conducting the business at hand is Chairman Mike Ward of Unit I, the Construction Unit.

Attention, Construction Unit I Retirees

L.U. 111, DENVER, COLO.—The Construction Unit voted for the Eighth District Pension Plan at their last negotiations and therefore this will also affect all members who are retired from the Outside Construction Unit of this local. We urge you to contact Local 111, IBEW, 360 Acoma Street, Room 305, Denver, Colorado 80223, or call Mr. Leonard Schroeder at 303-744-7171, to let us know your current address and date of retirement from Locals 12, 111, 113, and 969 outside construction. This is very important, as it will mean additional benefits to you, as far as retirement pay is concerned, so do not delay.

The Education Committee: Local 111 is very busy setting up new classes. This month they are concentrating on the operator's and groundman's schools. In the future months, emphasis will be on steward, cablesplicing, substation, pipe bending, explosive and basic electronics schools. First aid classes will also be scheduled, as interest is shown.

The foregoing was written by Leonard L. Schroeder, assistant business manager.

Our local is doing just fine, in that we have most of our contracts settled that were still pending from 1977. Now, with the start of the new year, we are looking forward to negotiations on most of our 21 contracts.

The Executive Board has just returned from the 20th annual Regional Utility Conference that was held in Denver, Colorado. The Vice Presidents of Districts 7, 8 and 9 were in attendance. The information and material that were provided by Brother Vincent A. O'Reilly, Director of the Utility Department, and his staff, was, as always, super.

Business Manager John Meaders has told us of the resignation of one of his assistants, Gregory Munro. By the time you read this article Business Manager Meaders will already have a replacement for Gregory. Our thanks to Greg for the fine work he has performed for us. We hope you will always keep in touch, Greg.

At the February meeting of Unit I, the Construction Unit, IBEW Life-Saving Awards were given to the following members: John J. Baca, John James, Jay Ritschard, and Thomas White. These men helped save the life of a 10-year-old boy. Our thanks and great appreciation to you Brothers for your quick thinking and actions in saving this boy's life. Remember that safety

should always be remembered on and off the job. Safe working habits bring happier moments. If you have not signed up to attend one of our first aid classes, please do so.

Reports of deaths, in our local, are very saddening. The following will always be remembered in our hearts and memories: Leven Thompson, Miles Maydew, Keith Kline, Keniston Deniston—retired, and Percy Jagers. These men are gone from us but will never be forgotten. Until next time, may God bless you.

HAROLD PILLOW, REG.

Saluted



Norman N. Pledger, president of Colorado Labor Council and chairman of the Board of El Paso Community College, is an honored member of Local 113, Colorado Springs, Colo.

Local 113 Combats Unemployment Situation

L.U. 113, COLORADO SPRINGS, COLO.—We in Colorado Springs have taken a giant step toward combating the unemployment situation by instituting a competitive scale on some selective biddings that is agreeable with our union and our NECA contractors, but have not reduced our fringe benefits.

We have gotten around nine jobs, so far, that would have gone to the non-union contractors.

In doing so, the non-union, who have been asking for a raise, have been told "no dice, the union is lowering its scale and we find it hard to compete, let alone give you a raise." So what happens? We are now having some success in signing up and organizing them. So, maybe this is the answer; at least it's a step in the right direction. We hope more will follow this example before them.

Local 113 has some very active unionists in our midst, whom I hope to write about from time to time. This month I single out Norm Pledger, a very devoted and dedicated unionist and a proud member of the IBEW.

Norm came from northern Alabama, a mining community, which gave him a good start in unions.

He has been active in the Democratic Party since becoming eligible to vote.

He was very active in defeating the "right-to-work" campaign in Colorado in 1958, and will be likewise in this year's efforts here in Colorado again.

Norm was president of the Area Labor Council in Colorado Springs for 15 years and is now in his second term of office as president of the Colorado State Labor Council.

Along with all of this, he was and is active with the El Paso Community College, helped found it, and is now chairman of the board (last three years).

Norm has plenty of help from his wife's family. His wife's father was Nick Fonticio, an organizer for the mine workers here in the Rocky Mountains and he helped Norm in his early training in the labor movement.

So with a guy like him on our team, we can't help but be a winner.

All for this month; see you at the hall on meeting nights, that's where we are needed.

J. W. SUDDARTH, JR., P.S.

Graduates



Shown are the members of the graduating class of Local 116, Fort Worth, Tex.



The new journeymen and their ladies.

JATC



The committee members and instructors of the Fort Worth IBEW-NECA JATC.

55 Years



Brother J. M. Counts receives his 55-year award from Business Manager Jack Scott.

Old and New Members Honored in Fort Worth

L.U. 116, FORT WORTH, TEX.—During 1977 two groups of Local 116 members were honored, the new and the old. The members of the 1977 apprentice graduating class were honored and presented with certificates of accomplishment on August 19 at Green Oaks Inn by the IBEW-NECA Joint Apprenticeship and Training Committee. Officers of the local, NECA officers, the instructors, representatives of the Fort Worth Building Trades, representatives of the Fort Worth School Board, and others were present to honor these new journeyman wiremen. Ex-mayor Willard Barr gave a very timely speech, reminding the honorees of their responsibilities as citizens of their communities. Mayor Barr reviewed several projects which were initiated by the public.

Danny Juson was honored as the outstanding apprentice of the 1977 class. Danny was presented with a check for \$50 by Ronald Murray, the treasurer of the IBEW 116 Federal Credit Union. We are proud of Danny and the extra effort that he put out to be at the top of his class.

A special award was presented to the wives of these new journeymen for their patience and help in getting these young men through four years of training.

The 15 new journeymen honored are listed as follows: Tommy Bane, Alvin Cain, Scott Crow, Tony Erwin, Alan Hill, Dickie Jones, Danny Juson, Joe Eddie Lee, Bob McKnight, Doug Mann, Billy Martin, Kenneth Richards, Ronnie Roberson, and Frank Williams. A tip of the old hard hat goes to Johnny Wallace, our training director, for doing an excellent job of having the best apprentice program possible.

On November 5 another group was honored—those who had been in the IBEW 20 years or longer. A dinner-dance was held at the Round-up Inn. This is an annual get-together that our members look forward to every year. Old friendships are renewed and a lot of handshaking goes on. We had guests from the I.O. staff, San Antonio, Dallas, Tyler, Texarkana, Galveston, and Waco to help us honor these members.

Altogether there were 591 meals served. There were 13 members with 20 years of good standing, 15 with 25 years, 22 with 30 years, and 17 with 35 years. Brother Earl F. Robinson and Horrell Silverstein were honored for 40 years of good standing. Brother R. R. Tomblinson was honored for 45 years of good standing. Last, but not least, Brother J. M. Counts received an award for 55 years of membership in the IBEW.

I had the privilege of working with Brother Counts years ago when I was an apprentice, and was deeply impressed that he was both a fine electrician and a gentleman worthy of the highest respect.

Brother Tom Pursley made a short speech. Those are the best kind, short. But the thing about it was that he made the same point that Mayor Barr made. That was the fact that one of the reasons we were enjoying a great organization was the fact that those who had gone before us were involved and active in their communities and organizations.

How about that! The same message from two different people. Look around, there might be something that you could do to help.

RONALD E. MURRAY, P.S.

Retired



Brother Jackson Riggen, Local 125, Portland, Ore., is shown with a cake on the occasion of his retirement.

Brother Whitman Resigns; Brother Rigen Retires

L.U. 125, PORTLAND, ORE.—Glen Whitman, vice president of the local, resigned from the vice presidency of the local. Glen, a lineman from construction and past member of the "E" Board, served his local well and will be missed by the many people he served and the officers of the local.

Casper Jensen, a lineman from PGE was appointed to the vice presidency and William Miller a lineman from construction was appointed to the "E" Board by President Howard Love.

Pacific Power & Light, under a two-year agreement, settled their wage scale for the year 1978 at 6.2 percent, or \$10.47 per hour, for the journeyman linemen.

Jackson Riggen, after 39 years of service with the Bonneville Power Administration as a line equipment operator, retired January 6, 1978.

During this period Jack received 34 Safe Driving Awards from the National Safety Council, including the council's 2,000,000 Mile Safe Driving Award, presented to him in 1974. Jack was clearly a professional.

Jack, a member of the local since 1941, was recording secretary for the Olympia-Chehalis Units from 1948 through 1977; and representative of the local to the Thurston-Lewis County Labor Council. Jack was honored with an appreciation plaque by this body for the 26 continuous years he served them as a delegate and Executive Board member. In 1971 he received the IBEW Life-Saving Award.

Jack's retirement party was a well attended event, with Jack and his wife Clara receiving many gifts and congratulations. The high point of the evening came when Jack was presented the Silver Medal. This is the second highest award available to government employees.

The members of Local 125 are proud of Jack; his many contributions have been truly appreciated and we wish him best in future years.

RALPH MESICK, P.S.

Victims



Brothers Awalt Kelm and Kenny Short, Local 129, Lorain, Ohio, were victims of an accident.

A Few Members on Bench In Lorain Local 129

L.U. 129, LORAIN, OHIO—Winter is very much upon us as I write this letter. The work situation is not the best, but we are still holding on with just a few members on the bench, even with such adverse conditions as snow. I can't recall any winter when we've had as much snow.

Two of our members, Awalt Kelm and Kenny Short, were victims of an accident and received extensive burns over their bodies when the switchgear on which they were working blew up. This accident was through no fault of theirs. Brother Kelm has gone on disability as a result of burns, while Brother Short has returned to work.

Shown in one of the pictures are Frank Kniffin and his wife (taken at our picnic) standing beside his prize 1926 Auburn. Frank is one of our retired members and he attended last summer's picnic in his stylish antique auto. Frank found this car in a farmer's field. It looked as though it would

A Prize



Brother and Mrs. Frank Kniffin are shown with their prize-winning car.

Party



Brothers Larry Burgett, Sam Hensley, Tom Stitak, Jr., Tom Tenny, Dan Truxall, and Bob Dunfee are shown at the local's Christmas party.

never run again, but with perseverance and determination and about four years of work, Frank was able to restore it to its present prize winning condition. Good work, Frank, and we now know what you do in your spare time.

The third picture of events gone by is of some of our Brothers at the recent Christmas party. Join with us, Brothers of the IBEW, as we mourn the passing of retired Brother Lester Botamer. He retired on pension in January, 1971 at the age of 68. Brother Botamer was initiated into Local 129 on December 1, 1950, and at the time of his demise was residing in Punta Gorda, Florida.

SAM YANICK, P.S.

Credit Union Officers



The Board of Directors of the Federal Credit Union of Local 130, New Orleans, La., held its annual shareholders meeting. The Board of Directors, back row, includes A. Saltarelli, H. Haas, J. Guirovich, Jr., and E. Guysinger; front row: L. Foret, B. Raynal, and G. Tavan.



Supervisory and Loan Committee members are from left, E. Ringgold, L. Gerstner, J. Lombardo, P. Branighan, J. Cook, and R. Meyer, Jr.

Credit Union Meeting Held; 100 Members on Bench

L.U. 130, NEW ORLEANS, LA.—The Federal Credit Union of Local 130 held its annual shareholders meeting on January 23, of this year. The event was well attended by our Brothers, their wives and children, and also many retired Brothers who find the credit union a good place to invest their idle funds. The growth of the credit union continues to go up, as we now have a \$3-1/2 million business in our midst. The people who administer the credit union should be praised because their time and effort are what make it work. What they receive for their efforts is just about enough to pay their expenses of getting to and from meetings. After the business portion of the meeting was over, Chairman Louis Foret gave the signal to begin serving a delicious buffet supper.

Election of officers was concluded during the buffet, and the results are as follows: The only new face on the Board of Directors is Ernest Guysinger, who will serve with L. Foret, J. Guirovich, Jr., H. Haas, B. Raynal, A. Saltarelli, Jr. and G. Tavan. For the Loan Committee, the members chose J. Cook to serve with E. Dumas, J. Lombardo, R. Meyer, Jr., and E. Ringgold. The Supervisory Committee is composed of M. Branighan, L. Gerstner, J. Giardina, and E. Schmalz, Jr.

Interest in the election was spirited and those who did not get elected should be thanked for the interest they have shown in their credit union.

Business Manager Lloyd T. Garcia, Sr., has reported unemployment has gone down slightly, but we still have over 100 men on the bench. Unemployment has plagued every local in Louisiana this year, and is the direct result of the passage of "Right-to-Work" legislation passed almost two years ago. We in Louisiana should begin now to display our bumper stickers to repeal this legislation and let our representatives know our feelings on this matter.

ASHTON YOUNG, P.S.

Outing



Retirees at a recent outing, front row, left to right, are Hans Gehrts, Robert Nelson, Loyd Peavey, Ralph Nelson, "Duke" Rogers, William Oppelt, "Hooks" Fedder, Mel Strong, and Robert Worrell; back row: Silas Guille, Eddie Nims, Clarence Jensen, William Magnuson, Gene Ward, Vern Mallder, Andy Justice, Bill Gould, Lyle Ege, and George Jorgensen.

All Members Employed; Christmas Party Held

L.U. 145, ROCK ISLAND, ILL.—Greetings from Local 145. Things are going well with our local, with the out-of-work list running neck and neck with the calls for men. Just about enough to keep all the local men employed.

We're now recovering from our children's Christmas party which, as usual, was a booming success. A special feature was the presentation of a skit, "A Silly Christmas Tree" (or something like that), performed by the Junior Theatre group under the tutelage of Marilyn Schultz.

Clowns were in evidence performing the many chores required, i.e. passing out candy, balloons, cookies, etc. in the persons of Steve Gabbert, Kurt Donnelly, Vicki Fuller, and Brad Jordan.

Ron Jordan and Phil Powers were kept extremely busy making and passing out popcorn.

Performing extremely well as Santa's replacement was Don Roberts, who really made a top-

Christmas Party



Local 145, Rock Island, Ill., held a children's Christmas party. Here Santa (Don Roberts) is the real center of attraction as he passes out gifts to open-mouthed admirers.



The clowns who entertained and passed out goodies, left to right, are Vicki Fuller, Kurt Donnelly, Steve Gabbert, and Brad Jordan.



Some of the children who attended the party.

rate Santa. Naturally, he was the star of the day. As he passed out presents he was surrounded by big-eyed, open-mouthed youngsters. Due to a postcard system whereby youngsters reported their attendance and the number of children they were bringing, every kid received a gift.

Ray Poston, chairman of the committee, and his crew did an exceptionally fine job of organizing and handling the party. Our thanks to all of you.

Happy as we are with the way things have gone, we also have some sad news to convey. In the past year we have seen the passing of eight of our loyal members, five of them in the past three months. We owe much to these fine people for helping in the establishment of the many fine things we enjoy today. They will be missed. We ask all of you to say a little prayer for Brothers Hugh Sweeney, Robert Doughty, Ernest Bartosch, Carl Riecke, Tom Lulich, Charles Hixson, A.E. "Babe" Winterbottom, and Lawrence Perrin.

We are enclosing a photo of the retirees who were at our picnic this fall. These people are still with us and apparently enjoying their pension rights. May they be with us a long time.

Our journeyman classes are now in progress, with the current program being a splicing course. More on this later.

JACK E. WHITAKER, ASST. B.M.

Members Restore Service To 60,000 Customers

L.U. 148, PITTSBURGH, PA.—During the month of January we experienced one of the most damaging winter storms ever to hit this area. At the height of the storm over 60,000 customers of

the Duquesne Light Company had their electric service interrupted for extended periods of time. The members of Local 148 endured the harsh wintry weather and attempted to try and restore downed power lines, damaged pole structures, and electrical equipment. Throughout the storm the line crews of Local 148 worked around the clock for several days. Crews were sent across district lines to try to aid other company districts more severely affected. The members of Local 148 who worked to restore power to the 60,000 affected customers are to be commended for a job well done. All too often the utility company is criticized for its high rates and so-called inefficient management of business. But when the chips were down and the employees were needed there was nothing but praise for a job well done.

A note of thanks to Brother Marty Schneider for a job well done. Marty recently resigned as Executive Board member and chairman of Local 148. During his terms of office Marty proved to be a guiding force in the policy-making decisions that the Executive Board was faced with. His hours of service to better the standing of Local 148 are to be commended. A personal thanks for the job he did well.

A get-well greeting for all members who are off work due to illness or injury. This past year proved to be hard on a few members who suffered critical on-the-job injuries. Looking forward to seeing you guys back to work soon.

VITO MACHI, JR., P.S.

On the Job



Shown at the Waukegan Sewage Treatment Plant in front of the master monitoring panel, wired by Local 150, Waukegan, Ill., men. Left to right are Brothers Tom Otterson, Dick Bouma, and Burt Nielson.



Brother Jess Ferguson making up switchgear at the sewage treatment plant.



Shown in front of some switchgear at the plant are, left to right, Brothers Dick Bouma, Armand Sheffield, and Jess Ferguson.

On the Job



Brother Dick Bouma preparing to core-drill some holes.

Scribe Urges Members To Aid Business Manager

L.U. 150, WAUKEGAN, ILL.—At the second meeting in January the floor discussed the issue of job disputes. Several points were brought up, but the general consensus was, and is, that this is a brotherhood and the way to maintain this local is to band together by defending each other's rights. When the weather conditions are poor on a job, and all the men are working inside, don't let the contractor or his representative send one man outside to work when he could be working inside. Tell the foreman that's not the way we operate in this local, and get him to put the Brother sent outside back inside to work. This very incident happened on a job in January, and it took the business manager to straighten the problem out. Mick's time is valuable; and in a situation such as this, we, the Brothers of this local, have the integrity to handle these kinds of disputes on the jobsite ourselves. We must defend the right of our fellow Brothers. By doing so, we will convince the contractors that they cannot overstep their boundaries when it comes to dealing with the Brothers of Local 150.

The pictures this month, accompanying the article, are of the Waukegan Sewage Treatment Plant. The job is a \$14,000,000 one that has been going on for the past two years. It should be completed in April of this year. The project consisted of changing over all the manual operations to automatic ones. This is the third such plant to be completely automated in our local, all of which were wired by Local 150 Brothers.

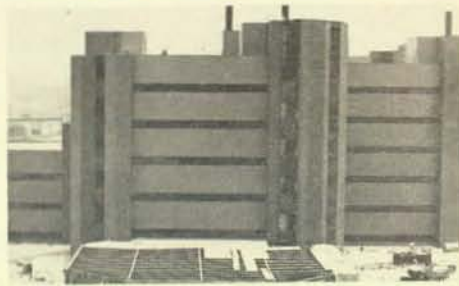
The work conditions as of this writing are slow. There are 51 journeymen and nine apprentices out of work. Remember, Brothers, when you're out of work you must sign the list every 30 days. Hopefully housing will have picked up by the time you read this article, and in doing so will decrease the number of Brothers on the bench considerably. The letter to the contractors on our agreement will be sent by the 31st of March. Discussion on it contents will be at one of the meetings in April, which will be held on the 5th and the 19th.

In January's *Journal*, President Pillard has urged our support of S-1883. We cannot over-emphasize the importance of your support of the passage of this bill. Anti-union forces are waging a massive scare campaign nationwide against the passage of this important bill. They are sending two million Americans misleading propaganda that makes S-1883 appear to be a bad bill, which it is not. The only way to combat these false claims is by encouraging your friends and Brothers to write their senators in support of this fine bill. At the meetings in April we will have note paper for everyone who wishes to jot down a few words in support of S-1883. We will

make sure that they get sent to our senators. Please, Brothers, come to the meetings or write a letter and send it yourselves. Isn't it worth giving a few moments of your time to protect your future by assuring the passage of S-1883?

THOMAS M. MORTON, P.S.

Clinical Sciences Center



Shown here is the NW section of the Clinical Sciences Center, with the Animal Care Research Center under construction. This is approximately one-third of the total structure. (Photos by Sharon M. Pohlman, Local 159, Madison, Wis.)



Brothers Steve Bersing, left, and Bob Feuhling connect an emergency generator transfer switch.



Left to right Mike Ward—foreman, Steve Dulin, and Gordon Owens—steward, operate a pipe bender.



Hot water circulating pumps, heat exchangers, and chilled water lines are part of the equipment making up the heart of CSC's mechanical area.

Work Progressing On Clinical Sciences Center

L.U. 159, MADISON, WIS.—Since construction began on the Clinical Sciences Center in 1973, the project has all ready proven its flexibility. Built with moveable walls, the CSC is ready to accommodate new technology. New cobalt machines, X-ray equipment, and scanners are fitting in, along with the transfer of equipment from the present University Hospital.

This two-phase, \$100-million plus structure expects to accept patients by March, 1979. Over one million square feet of floor space will accommodate the School of Nursing (transfer completed December 28, 1977), Clinical Cancer Research, a 556-bed hospital (covering about 56 percent of the building), along with various other medical research facilities. And, the CSC will be physically attached to the present VA Hospital.

Staff Electric, Milwaukee, has maintained an average crew of 25 electricians for the wiring of the CSC. Actual construction relates to the Gothic cathedrals in that all of the weight-bearing supports are located toward the outside of the structure. Another interesting feature of the CSC is that there are five and one-half miles of catwalks in an area between floors for maintenance personnel. Air handling units, electrical distribution panels, along with plumbing and heating facilities are contained in this "interstitial" space. This means that there are two flights of stairs between two floors.

The electrical power originates from the newly constructed Madison Gas and Electric Substation located on Walnut Street. Voltage is reduced from 69,000 to 13,800 V and fed to the University Substation, then via two underground feeders of over 1000-amp capacity (3-500 MCM) each, to the Clinical Sciences Center. The 13,800-V is distributed to 15 unit substations located throughout the building, with a total capacity of 14,250 KVA. Two basic voltages, 120/208 V and 277/480 V, 3 phase, 4 wire, are used to supply lighting and power. The nine emergency generators, with capacities ranging from 150 KW to 600 KW, supply auxiliary power to maintain life support systems and operating room equipment.

Final transfer of present equipment in 1978-1979, will involve the aid of between 25 and 50 electricians to disconnect, relocate and reconnect wiring. The U. W. Electricians will be handling the majority of transfer projects, along with the assistance of temporary employees from Local 159.

This multi-million dollar construction is probably one of the most complex systems handled by the Brothers of Local 159. We are proud to be a part of it!

The above article was written by Sharon M. Pohlman.

LELAND LEMENS, P.S.

Christmas Parties Held By Jersey City Local 164

L.U. 164, JERSEY CITY, N.J.—Our annual dinner-dance was held again this year, on December 3, 1977, at the Westmont Country Club

Honored



Sixty-year members of Local 164, Jersey City, N.J., were recently honored. Shown, left to right, are International Vice President Jack Barry, 60-year Brother Lou Fraser, Business Manager Howard E. Schier, Jr., 60-year Brother Charles Hund, President Thomas D. Misciagna, and Dinner-Dance Chairman Laurence Rosenblum.

in West Paterson, New Jersey. The evening consisted of a cocktail hour and excellent food and outstanding music and entertainment, which helped to make the affair a total success.

Business Manager Howard E. Schier, Jr., and President Thomas Misciagna gave special recognition and honor on this occasion to our pension members for their service and unionism, namely—Brothers Lou Fraser and Charles Hund for their 60-year awards.

Third District Vice President Jack Barry, as well as many business managers from local unions in our area, attended the affair.

Our local union would like to thank the committee again this year for an enjoyable evening. They are Brothers Larry Rosenblum—chairman, Jack De Bouter, Jim Faccone, Phil O'Neill, and Business Manager Howard E. Schier, Jr.

The annual children's Christmas party, sponsored by our Sports Committee, was held on December 11, 1977. It was a fine afternoon for all the children who attended, with an abundant amount of refreshments and gifts for this holiday occasion. Our thanks again to the Committee and Chairman Joseph Gausditis for a fine celebration.

On December 15, 1977, the annual Christmas party was held for the brother members. Many pension members turned out to celebrate with us for the evening. It was enjoyed by all who attended, with plenty of good food and liquid refreshment for all who attended.

Our thanks again to Brother Dan Solleder and Committee for this holiday celebration.

KENNETH T. NAGEL, P.S.

In Arizona



Brother Larry Biehl, Local 165, Chicago, Ill., center, while on vacation in sunny Arizona, helped his Brothers of Local 266, Phoenix, Ariz., walk the picket line. They are Don Schapp, left, and Scott Bridges, steward, right.

Stewards Attend Conference In Chicago

L.U. 165, CHICAGO, ILL.—All the stewards of Local 165 gathered for a conference at the Midland Hotel in Chicago on Wednesday, February 8 to learn first-hand the importance of the Labor Law Reform bill now in the Senate, the impact we have through our political arm, COPE, what EEOC means to us, and a better understanding of our recent contract.

Mr. Don Glenn, representing the AFL-CIO, talked about Labor Law Reform and showed a most interesting movie on the Stevens Company situation. Mr. Pete Pesole, the Illinois director of the Committee On Political Education (COPE), explained the importance of our becoming involved in politics. The Equal Employment Opportunities Commission (EEOC) came forward to tell of their impact on business today. Brother Don Servatius, president-business manager of Local 165, talked of contract changes, benefit changes, and grievance handling, aided by Robert Dahlke, Herman Rodiek, and Bill Bolk.

LAWRENCE BIEHL, P.S.

Local 175 Mourns Deaths Of Two Members

L.U. 175, CHATTANOOGA, TENN.—Our deepest sympathy goes out to the families of R. R. O'Day and James E. Hill, Sr., who died since our last letter was in the *Journal*.

I think the first DuPont job was one of the last jobs Ray O'Day worked in our jurisdiction. He was a steward, for a short time, on that job.

Jim E. Hill, Sr., had been foreman and general foreman on several of our jobs and was very active in the local union until his disability retirement. These two members will be missed by their families and the Brotherhood.

I was just thinking a few days before this past Thanksgiving Day of Thanksgiving Day in 1962, in New York City. There was Jim Hendran, our cook, and he did a great job. He started cooking on Wednesday night. First we had to have a bigger room than we did in 1961, for the feast. So Tom Wehunt, Sr., L. D. Sutton, Sr., and Danny Bostain were good enough to let us use their suite; even though the Local 175 members were scattered all over New York City, they seemed to know where the feast would be. So here they came—Bill Lowery, Bill Day, Charlie Bynum, Marvin Templin, Al Clark, Bradley Dean, Kenneth Patten, Bob Foster, Kenneth McCarmick, George Cox, Bill Irvin, Joe Lumpkin, Bill Case, John Turner, Harold Roberts, C. A. Carroll, Dub Hunt, Junior Mangrum, Jody Neal, Robert Lumpkin, and myself. I am sure there were four or five more names that I cannot remember at this time, but I can say that we fed everyone on Thanksgiving Day, 1962. It was just like home hour that day with all the Brothers there from Local 175.

CHARLES E. DUNNING, P.S.

Address CHANGED?

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

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

NAME

NEW ADDRESS

City State Zip Code

PRESENT LOCAL UNION NO.

CARD NO.

(If unknown — check with Local Union)

PENSION MEMBER

OLD ADDRESS

City State Zip Code

FORMER LOCAL UNION NUMBER

Mail To: Circulation Department

International Brotherhood of Electrical Workers
1125 15th Street, N.W., Washington, D. C. 20005

Dinner-Dance



Shown at the annual dinner-dance of Local 176, Joliet, Ill., left to right, are committee members Joe and Elaine Neese, Marybeth and Gene Fritz, Mitzie and Donald Woodward, Norma and James Kollman and Cathy and Danny Mahalik.



Business Manager Gene Fritz is shown with his guests. Left to right are Gary Harmon, assistant business representative, Local 176; Scotty Allison, assistant business representative, Local 176; Donald Crevier, Sr., International Representative; Business Manager Fritz; Ed Lutz, assistant business representative, Local 117; Fred Smith, business manager, Local 117; Jack Woodward, assistant business representative, Local 176; and Michael Miller, business manager, Local 34.

Local 176 Holds Annual Dinner-Dance

L.U. 176, JOLIET, ILL.—Local 176 had its annual dinner-dance on January 7, 1978, at the Sabre Room, Hickory, Illinois. There were over 900 in attendance. The committee, consisting of Elaine and Joe Neese, financial secretary; Marybeth and Gene Fritz, business manager; Mitzie and Donald Woodward, treasurer; Norma and Jim Kollman; Cathy and Danny Mahalik, chairman of the Executive Board, provided a very enjoyable evening for all. We certainly appreciated all their hard work and effort that was involved in the big event.

The business manager's guests included Donald Crevier, Sr., International Representative; Michael Miller, business manager Local 34; Fred Smith, business manager, Local 117, Ed Lutz, assistant business representative Local 117. Others were invited, but due to previous commitments, were unable to attend.

TERRY M. LEET, P.S.

OSHA Benefits Both Employee and Employer

L.U. 177, JACKSONVILLE, FLA.—Two local 177 members, Jack Scherer and Frank Grindle, seem to have the correct idea about the Occupational Safety and Health Act. They believe in the implementing of the OSHA program in a way that it advantageously serves both the employer, and the employee, and that each will want and encourage its practice. Their idea has effected a workable solution that helps eliminate cost to the employer, and the safety man causes virtually no time loss.

Scherer is foreman on the Maxwell House Plant of General Foods and he has assigned Grindle with the task of safety man. They carry out the safety program thoroughly as outlined by

OSHA with an expertise of management, that complaint on the part of anyone is non-existent. They are aware that OSHA was not meant to be a hardship and an arbitrary villain but a fair means of protecting life and limb of individuals, and property and equipment of contractors. In this manner labor and industry are reciprocally serving one another in a cooperative spirit that is affinitive.

Grindle is charged with the regular inspection and maintenance of the electrical cords and tools in use on the project by construction personnel as per OSHA procedures. His tact and diplomacy have certainly been assets that have complemented the safety program to the benefit of the crafts. He inspects, repairs, and places a sticker on electrical cords to show that they are safe and in good working order. This sticker may be a color tape wrap or a number that has been designated by OSHA for the particular month.

When a worker of a craft has an electrical item that becomes in need of repair he handles the matter promptly in a way that breeds good will, thereby erasing the tainted anti-OSHA repulsiveness that many seem to harbor. OSHA was not intended to be a scourge but rather was created out of necessity by the demands of labor for everyone it affects. Its course is two-fold in that it protects labor and management because neither can act separately. The action of either requires thought and consideration for the other—neither can go it alone, each must vicariously cooperate and manage.

OSHA is not well liked by management, as everyone in construction knows. Even now there are moves afoot to water it down to where its effect is practically nil. The latest attempt is to persuade Congress to pass legislation requiring inspection parties before coming on the project to give notice when it plans to do so in order that preparation may be made to get things right. A construction site should be this way at all times, not just when OSHA is making a tour.

One job site in particular in this jurisdiction refused to permit the OSHA inspector to come on the site. The result is that a worker on the

site must make a complaint in order for OSHA to be able to hold an inspection. It would seem that if a general contractor maintains proper OSHA standards there would be no objection to periodic inspections whether announced or unannounced. Certainly the morale of every worker is improved immensely whenever good safety practices are in force.

There is a sadder note yet that persists. It is the few workers who resent and slight safety as foolish just because it doesn't permit them not to wear a hard hat, go without a shirt, wear shorts, or casual footwear. A company's insurance carrier won't cover a worker who is guilty of this. Safety, the need of it, is a never ending thing. OSHA is on the firing line with management fanning the flame with lobbyists to influence Congress to be the arsonist. Fireman, save my child!

C. EMBRY EDWARDS, P.S.

Local Graduates Four To Journeyman

L.U. 181, UTICA, N.Y.—I would like to congratulate the following new journeymen on completion of their apprenticeship: Brothers Al Dorn, Rich Waters, Ed Gradski, and Don Brinski. The certificates of completion were presented by Stan Kozerewski, New York State Department of Labor Apprentice Training Representative, and George Waters, National Electrical Contractors Association representative.

It was brought to my attention lately that Brother Art Gurdo, our vice president, has come up with possibly a cheaper but not newer mode of travel. He races dog sleds. Brother Gurdo finished 11th in a race at Sangerfield, New York, and his daughter finished fourth in her race. Congratulations, Art!

Brother Dick Sawicki brought me a letter which he wrote to a Dr. Percy Pierre, an Assistant Secretary of the Army. It was a letter that he had written after reading an editorial in the Utica Observer Dispatch, telling how Dr. Pierre had rejected congressional appeals against awarding a machine tool contract for the turret of the new XM-1 tank to Japan. Now it seems we are giving our military secrets to Japan. Our country can do without these people who are spending our monies overseas. Let's get our people back to work first. Let's put a higher import tax on this junk that they send in. It amazes me when you go to a tourist attraction, no matter how remote, buy a souvenir and see that it's made in Japan, Korea, or Taiwan. It bothers me to no end that we keep these people in the high offices of our country. We pay them to give our jobs to these places. Put our people to work; our economy needs a boost. Buy American.

DENNIS A. BREHENY, P.S.

Another Rough Winter Slows Work for Local 193

L.U. 193, SPRINGFIELD, ILL.—It is the last day in January—cold weather and snow are still with us which have halted work entirely on our new union hall and caused other work to slow down considerably. We have had a few local people laid off for short periods but so far have been able to reemploy them in a day or two. Come spring, we expect another good year and are hopeful of helping others who are less fortunate.

This is election year for our local union and we encourage all of our members to fully participate and vote the candidate of their choice. The nominations are May 19, 1978, with election June 16, 1978, and installation on July 21, 1978. Notices, as per bylaws and Constitution, will be forthcoming.

We have a busy year ahead negotiating our inside, motor shop, residential, and sound agreements and are looking to conclude all negotiations with fair and equitable contracts. The CIR clause is back in our inside agreement. Purchasing power is at a low ebb due to inflation caused by the spiraling cost of living. People on low in-

come pensions are really being clobbered and I would suggest that our members, especially the young, ask some retired people how they are doing financially. We have a very sound local union pension that is managed by the joint board of trustees and, other than life insurance, is not in the hands of an insurance company. There are 12 other locals in it with us. Reserve funds will be available to pay your pension because it is being set aside now for your individual retirement. This pension plan has as trustees business managers and employers who meet regularly to oversee and manage the plan.

This year our International Convention will be held the week of October 2. Resolutions for changes or amendments should be prepared and read on the floor for action and then submitted to the Resolutions Committee for processing.

Once again, we need your change of address and phone number if you have moved and if you have had a change in marital status, or whatever, please bring in your EWBA and Union Labor Life policies so we may change your beneficiary.

Ron Smith, Kevin Riker, and Robert Rice have been appointed by our president to serve on the Residential Subcommittee of the JATC to represent the union. Dennis Gullo, Russell Carmean, and Richard Sweeney will represent the residential employers. We have six residential agreements signed and hope we can continue to organize this highly unorganized field. Max Strasbaugh is doing a fine job at this. Both management and labor must work together to combat this non-union threat to our survival. Good tools, equipment, materials on the job in time by the employer and installation in a workmanlike manner by competent craftsmen in a fair and reasonable length of time will go a long way in solving this problem. This is not intended to hurt any employer or member who is doing his part.

William E. Gall, Mike Sullivan, and Robert Moakley are the union Joint Apprenticeship Training Commercial Committee. Contractor members are Todd Brinkman, Gilbert Hunter and Frank Kyger.

The new Local 193-City Water, Light & Power Joint Apprenticeship Training Committee consists of William Norvell, Rufus D. Burns, Sr., and William Secker representing the Union, representing the City are Paul Bonasinga, Carl Saladino, and Donald Bangert.

In closing, if you want something placed in the *Journal*, write it up and send it to us. See you at the next regular meeting for sure!

MARREL V. SHEPHERD, P.S.

President-Business Manager Selected Man of Year

L.U. 201, BEAVER, PA.—George Mrvosh, president and business manager of Local 201, was honored by the Beaver County Labor Council as Man Of The Year in the labor field in this community. The event took place before 500 people at the Beaver County Labor Council annual banquet at Ciro's Top-of-the-Mall on October 15, 1977. In recognition of his accomplishments with labor in the community, George received a plaque and a large portrait of himself. The presentation was made by our own now retired Third District Vice President and longtime friend, Andy Johnson.

George has been involved with union work for more than 30 years. In 1952 and 1954 he was elected to the Executive Board of Local 201 and was then elected president and business manager in 1956. He has held this office since 1956 all but for one term. George is also on the Executive Board of the Pennsylvania State Electrical Workers Association and is a past president of IBEW System Council EM-1. Even with his many responsibilities, George still finds time for many community activities. He has been involved with the youth of the county for over 30 years in the American Legion Baseball program.

The members of Local 201 are proud of the well-deserved honor bestowed upon George Mrvosh and wish to extend a sincere thanks for his tireless devotion and hard work.

ANTHONY BLOBNER, P.S.

Negotiations Successful; Still No Dice on the Ocean

L.U. 210, ATLANTIC CITY, N.J.—Another negotiation has just been completed. I would like to thank Vice President John Barry for sending us International Representative Robert Detrick. We found him to be just as good at the negotiating table as he is in other areas he has assisted us with.

Newly elected Vice President Ed Ritchie is getting along nicely after a heart attack. For those who know him its all union with Ed. His home address is 136 W. Leaming Avenue, Wildwood, N.J. 08260.

We are all looking forward to the National Convention this fall in our town of Atlantic City. It's been 16 months since the voters passed the gambling bill yet no dice are rolling and unemployment is still up 20 percent. It looks like the Vatican will have gambling before Atlantic City.

Sincere congratulations go out to President Tom Kinsell and Business Manager Charles Arnold for the outstanding job they have done since election time last year.

Local 210 is saddened by the sudden deaths of Brothers Robert Powell and William McNeome. Our sympathy goes out to their families and friends.

ARTHUR M. MASON, JR., R.S.

Scribe Updates Local News

L.U. 214, CHICAGO, ILL.—Two new members joined our ranks. They are Thomas Duerst and John Kramer.

Ted Gatterdam and Bud Groshon recuperated speedily and have been back at work in great condition. Maurice Broderick is convalescing from his serious wounds.

Local 214 will soon award to the members, service pins for 20, 30, and 40 years. These awards are being sent to us as of now so, of course, will be past news when this letter is printed.

More good news. The Electrical Workers Benefit Association has increased the amount of death benefits, from \$1,400 to \$1,600 due to the supplemental benefit.

The *North Western News* gave a fine account of the recent first-aid training course for North Western Railroad employees. It read, "More than 400 North Western employees have completed the first-aid program that began in August. These are Red Cross instructions for assisting accident victims until medical attention arrives."

ROY L. COX, P.S.

Credit Union Holds Annual Banquet, Meeting

L.U. 229, YORK, PA.—Local 229 Federal Credit Union's annual banquet and meeting were held January 21, 1978, at Springetts Fire Hall, with the itinerary for the evening being a family-style roast beef dinner, business meeting, election of officers, and the magician who entertained the children as well as the adults.

Treasurer Paul Hoover, Jr., submitted the treasurer's report, which indicated that since your credit union received its charter on February 15, 1955, loans amounted to \$2,192,962.34. Loans were granted to 1,558 members, which is an average of \$1,407 per loan. At the end of the year 1977 only \$895 had been recorded as losses, which is a very low .0004 percent.

This year the Board of Directors voted to give an interest refund of 18 percent with a 5.75 percent dividend. Your Credit Union is difficult to compare with any other institution, in that during 1955 the interest rate was 1 percent on the unpaid balance. The rate has not been increased over this period of time. In addition, your loan is insured, which is an additional charge in any other lending institution.

Officers are as follows: Board of Directors, William P. Eisenhart, president; Paul Hoover, Jr., treasurer; Lavern Rebert, secretary; Keith Cosgrove, Melvin Crumling, Randy Helwig, and Gary Good, Credit Committee; Charles Burkhardt, chairman; Clarence Harman, secretary, Alan Bailey; and Spurgeon Hake, Supervisory Committee; Richard Mansberger—chairman, Lester Melhorn, Veronica Melhorn, Tom Loughry, Elizabeth Eisenhart, and Tom Henshey.

CLARENCE E. HARMAN, P.S.

At Work



From left to right Dean Crawford, Rick Danderan, Clarence Danderan, Dale Parker, Don Daniels, Joe Norton, Jerry Schultzy, and Pat Corrigan are on the job for Local 231, Sioux City, Ia.

Graduates



Graduating apprentices Steve Will, Mike Malenosky, Dan Laizure, and Mike Burke of Local 231.

A Strike in the Offing At Local 231

L.U. 231, SIOUX CITY, IA.—By the time this article is published the strike will be getting very near. From the looks of things the strike could be pretty bad. Maybe everything will be settled with the major contractors and life in the big city will continue as always. Just in case things are not worked out, maybe we should hang on to those income tax checks, they may be needed for a little back up money.

There's not much to say about our contract yet. The committee has been picked and a few things have been discussed by the body or should I say by the few members that attend meetings.

Some months back we had four new journeymen brought into our local, Mike Burke, Mike Malenosky, Steve Will, and Dan Laizure. To these new Brothers I wish to say congratulations.

The Christmas party this year was held at the Oasis and was it a great success. The committee chairperson was Dean Crawford and his committee was only comprised of one person, Mike Burke. The biggest treat was Bingo the clown, who delighted young and middle-aged alike.

Members of Local 231 have helped out at the Boy Scout camp this year as in the past. Prairie Gold Area Council, Boy Scout Camp of America, has a new camp, the Thomas Ashford Scout Reservation. The camp was given to the council by Mrs. Judson Packard as a memorial to her father, the late Thomas Ashford.

Local 231 has contributed money to help maintain the council and many members are registered members in Scouting in this area, serving as den leaders, cubmasters, scoutmasters, committee men and commissioners. Nationally, union members make up 25 percent of the adult volunteers in Scouting. Local 231 is doing their share for

Scouting and because of their efforts many boys will have the opportunity to go to camp and take part in all the wonderful scouting activities. Thanks very much, Local 231.

The information on scouting was given to me by Brother Tom Corrigan. Thank you Tom.

MICHAEL J. O. THUL, P.S.

Demands Meeting Held; Work Available

L.U. 242, DULUTH, MINN.—On Saturday, February 4, 1978, we had our demands meeting for the new contract. Elected to the Negotiating Committee were Calvin "Cabby" Thibault, Earl Lilegren, and LeRoy "Swede" Wahlstrom.

As a nice surprise to us, Brother Earl Lilegren, our local union president, was elected to the office of district vice president, state of Minnesota, AFL-CIO. (Incidentally, Earl is also local Central Body president.) Nice going, Earl.

Plans are being finalized for a \$45-million mall in the heart of downtown Duluth (Harbor Square), which will house several major retailers. Under construction now are the new Duluth Public Library and the St. Lukes Hospital Medical Office Building. Nearing completion is the new Lyric Block project, which houses the Normandy Inn, with 242 rooms and a shopping center complex.

At this time we are enjoying full employment within our jurisdiction and are happily accommodating 85 traveling Brothers. Work is available, but, as always, you should call the business manager first.

LESLIE B. "SNAKE" LARSON, P.S.

Pin Presentations



At the dinner-dance of Local 246, Steubenville, Ohio, service pins were awarded to eligible members. Recipients of 20-year pins, kneeling, left to right, are Brothers William Smith, Dale Nieman, Albert Bailey, Elmer Swearingen, James Truax, David Shumard, Franklin Fish, and Jerry Lucarelli; standing: Leonard Milhoan, Donald Lazasz, Bruce Ryan, Charles Winters, Anthony Shreve, Charles Geraghty, James Booth, Carl Huber, Donald Boyer, and James Schiffner.



Those receiving 25-year pins were, left to right, Brothers Eugene Diserio, Donald Donahue, Paul "Dick" Fisher, and William Mellion.

Local 246 Holds Annual Dinner-Dance

L.U. 246, STEUBENVILLE, OHIO—On Saturday, December 3, our local held its 22nd annual dinner-dance at the Knights of Columbus Hall in Weirton, West Virginia.

After cocktails, members and guests enjoyed the music of Dom Orlando while dining. President James Cunningham, toastmaster for the evening, introduced the distinguished guests on the dais.

35-Year Member



Thirty-five-year member Ralph Taylor, left, is shown with President James Cunningham.

Father-Son



Retired Brother Paul R. Fisher, Sr., left, is shown with his son Brother Paul R. "Dick" Fisher, Jr.

They were International Representative George Chapple and Mrs. Chapple, Vice President of the Fourth District "Buck" Williamson and Mrs. Williamson, Business Manager Kenneth Gasser and Mrs. Gasser, Father Dave Huffman of Our Lady of North American Martyrs Church, President of Local 246 James Cunningham and Mrs. Cunningham, U.S. Congressman Douglas Applegate and Mrs. Applegate, State Representative Arthur Bowers and Mrs. Bowers, Ohio State Senator R. Kinsey Milleson and Mrs. Milleson, and Vice President of Local 246 Patrick Harvey and Mrs. Harvey. We were pleased to have Congressman Doug Applegate and his wife attend again this year. Congressman Applegate, who is a true friend of labor, has been attending our parties for the past 17 years. He stated that he looks for 1978 to be good for construction and economically for the country. Oh! How many of us in the construction trades hope this to be true. He also assured us that the efforts of those involved in the Tri-State Save Our Steel rally have not gone unnoticed in Washington.

President James Cunningham then awarded service pins, which were presented by Fourth District Vice President "Buck" Williamson. Our vice president, Pat Harvey, gave each recipient a small gift from our local. Members receiving 20-year pins were Brothers Dale Nieman, Bruce Ryan, James Schiffner, Tony Shreve, Dave Shumard, Bill Smith, Elmer Swearingen, John Thomas, James Truax, Chuck Winters, Albert Bailey, James Booth, Don Boyer, Mike Dugan, Frank Fish, Charles Geraghty, Carl Huber, Joe Hyde, Donald Lazasz, Jerry Lucarelli, and Cy Milhoan. Those receiving 25-year pins were Gene Diserio, Mickey Donahue, Dick Fisher, Bill Mellion, and Junior Skinner. Receiving 30-year pins were Robert Birkhimer, Dick Hutchison, Fred Lowe, and Jack Schultz. Brother Ralph Taylor received a 35-year pin. The evening ended with dancing to the music of the rock group, Cross-over.

On behalf of Local 246, I'd like to thank the Dinner-Dance Committee which consisted of Brother Frank Jelski, chairman, and Brother Chuck Winters, Jack Ensell, James Cunningham, Earl Bailey, Bill Swick, Randy Donahue, James P. Pearson, and Ray Lash, for a successful evening.

RAYMOND W. LASH, P.S.

Honored



A retirement testimonial was held in honor of two members of Local 261, Groton, Conn. Left to right are Ed Scott, electrical superintendent; Ed MacLaren, outside electrician (retired); Jim Orkney, electrical supervisor (retired); and Business Manager Ray DiCenso.

Two Groton Retirees Honored

L.U. 261, GROTON, CONN.—On what had to be one of the worst nights of the winter, friends and family journeyed to the Groton Motor Inn, in Groton, Connecticut, for a retirement testimonial honoring two submarine building craftsmen with a combined total of 85 years of building and servicing the world's finest submarines. In the past we have had two or more departments under the jurisdiction of Local 261 combine their efforts to send our co-workers and friends into retirements with all the frills and fanfare that could be mustered by the local; this time labor and management combined forces to insure that Jim Orkney, Department 241, supervisor with 42 years of service, and Ed MacLaren, outside electrician with 43 years of service, were given a night they would remember for a long time to come.

The formal part of the program was opened by master of ceremonies Tom McGovern with a toast asking God to richly bless the two men in their years of retirement. He then turned to the guests at the head table for a few words of praise and congratulations. Jim Lamb, second shift supervisor, who was first to speak from the podium, praised the men for their years of dedication and wished them well in the years to come. Richard Smith, assistant electrical superintendent, stated that the skills and knowledge accumulated by these two men over the years would be hard to replace. Ed Scott, electrical superintendent, reminisced with the craftsmen about the early days of shipbuilding and then on behalf of Electric Boat thanked the men for the many years of service to the Company. Business Manager Ray DiCenso stated that, although these fine men will go into retirement, the skills and knowledge left behind with the younger electricians would be used with the teachers in mind. A check was presented to Ed MacLaren on behalf of the Local 261 membership by our business manager.

The highlight of the evening was the return of a record-breaking number of retired people each taking a few minutes to wish the junior members well. Charlie Baker, Electric Boat electrician (retired) and never at a lost for words, welcomed both men into the ranks of the retired and stated that activity is the keyword to longevity. Many stayed long after the program was over to trade stories about the shipbuilding industry.

Winning the door prize was Charlie Witt, second shift electrician. The lucky number was drawn by the first lady electrician at Electric Boat, Ann Marie Ash. Dancing in the Groton Motor Inn Lounge rounded out the evening's activities.

Ted Angell, longtime members of Local 261, is leaving Electric Boat on a medical retirement. Friends and co-workers wish him well and good health in the years ahead.

THOMAS J. MCGOVERN, P.S.

Brother Diegel New Business Manager of Local 278

L.U. 278, CORPUS CHRISTI, TEX.—After serving only five months of a reelected three and

one-half year term, Brother Lynn Tate resigned his position as business manager of Local 278 to become Texas Commissioner of the Department of Labor and Standards.

To fill this vacancy, Executive Board members of Local 278, Brothers Butch Dohmann, chairman, Tommy Blackstone, secretary, Jerry Diegel, James Doyle, Bill Horne, Howard Maynard, and Bob Stone interviewed several candidates before choosing our present business manager, Brother Rick Diegel.

Other officers who began new terms in July were: Keith Smith, president; Armando Martinez, vice president; Charles Eaton, recording secretary; Travis Nelson, treasurer; and Robert Shake, financial secretary. Examining Board members are: Brothers Jim McCain, Mike Mason, Charles McCord, Bruce Fransler, and Dennis Schirmer.

January, 1978 was a month of mourning, for Local 278 Brother Bill Mitchell, longtime active member of this local, departed from us. Brother Mitchell will forever be remembered by all persons who came into contact with him because of his warm personality and his active roles in all local affairs.

CHARLES EATON, R.S.

Brother Charles Ray Thomas Receives Life-Saving Award

L.U. 288, WATERLOO, IA.—The most prestigious award of the IBEW was presented to Charles Ray Thomas, 315 Western Avenue, Iowa Falls, Iowa, a member of Local 288, Waterloo, Iowa. The presentation was made by Brother Robert Williams, IBEW representative, from Des Moines, Iowa, representing the Washington office, on Friday evening, January 13, at the Labor Temple in Waterloo.

The events which led to this recognition occurred in August, 1977, as Brother Thomas and Brother Donald Thomson, 606 Reber Avenue, Waterloo, were relamping some sodium mercury vapor lamps off the catwalk about 30 feet in the air. Don Thomson was on his last light when the accident occurred. He reached around the fixture to insert a new lamp, and as he did so, he received a tremendous shock which in turn caused him to drop the lamp. As it fell, he slumped on the catwalk, becoming unconscious. At this very moment, Brother Thomas was about to get in that j.l.g. when he heard the breaking bulb, and looking up, saw Brother Thomson slumped on the catwalk. He immediately rushed up to assist him, and found he was not breathing. At the same time, a foreman for Waterloo John Deere Tractor Works, Kenny Dobbs, also saw what was happening above, and rushed up there. They began mouth-to-mouth resuscitation, and in a matter of seconds Brother Thomson began to breathe. He regained consciousness shortly afterward. We know Don and Inez, his wife, thank Brother Thomas and Mr. Dobbs for their quick life-saving action. The matter was reported to the International Office by Business Manager Don J. Frost.

The award is commemorated in an individualized plaque, along with a citation letter of thanks and commendation from our International President, Brother Charles Pillard. Members of the local shared the recognition event with Ray and Don, and Don Frost served refreshments following the meeting.

A hearty thanks is also due Brother Larry G. Brandt, a certified Red Cross instructor, who has taught the safety classes the past few years in Local 288. It should be a source of satisfaction to realize that what he taught helped to save a life.

Since I'm not giving any further weather forecasts from Iowa, I'll just say that the last months we've been coping with from 7 to 10 degrees below what we're accustomed to, at this time of the year . . . but everybody still keeps on working! And our business agent keeps telling me that we still need *A-Journeyman*.

Business Agent Frost and President Bill Aldrich attended the Construction Workshops at Kansas

Life-Saver



Local 288, Waterloo, Ia., Brother Charles Ray Thomas receives thanks from Don Thomson, whose life he helped save. International Representative Robert Williams looks on.



Left to right are Greg Chapman, member at large, and Donald S. Barske, vice president, preparing to serve refreshments following Life-Saving presentation.



Apprentice Dennis Krumlinde, Business Manager Frost, and President Aldrich chat with Robert Williams.

City. These are arranged annually by Mr. Jack Moore, International Vice President.

Red Cross classes began in January and were taught by President Aldrich. One got snowed out, and was rescheduled, and we look for an improved turnout. We have also had classes covering the revised Code, taught by Gerry Maifeld, also with a good turnout of men.

We also extend thanks to employees of Construction Machinery Company of Waterloo who have honored the Waterloo Building Trades picket at their place of employment. These were the only manufacturing company employees who have backed a picket for the trades in recent years in this area, and we appreciated the strength of numbers. A sizable amount of voluntary contributions have been turned in to help them make up for the loss of bread and butter during the time they showed their loyalty.

BILL BOESEN, P.S.

Celebrating



Local 294, Hibbing, Minn., President Ed Jones and his wife at recent Christmas party.



Local 294 Brothers Bill Atkinson and Mike Miller at main Christmas party.



Brother Donald K. Nelson at Local 294.2 Unit party.



Local 294.2 Unit Christmas party, Brother Jerry Pemberton seated with some of the attractive ladies.

Political Action Committee Meeting Reported

L.U. 294, HIBBING, MINN.—On February 7, 1978, Local 294 held its Political Education Committee meeting at the Holiday Inn in Eveleth, Minnesota. The meeting was held for all members of Local 294 and wives of members. Precinct caucuses and the different formations of inner caucuses were discussed because in this very important year candidates will be running for the U.S. Senate, U.S. Congress, State Representative seats, Governor, Lt. Governor, Attorney General, Auditor, Treasurer, and Secretary of State.

Labor Law Reform, a realistic foreign trade policy, and a commitment to full employment are to be some of the greatest national issues that we all must work for.

Note the voting records of the candidates now in office and look into the background of candidates running for office. Make sure that they are labor candidates and then back them, by volunteering to help any way you can as we of labor can control any office if we work together and this we must do.

We have three local Brothers that are back to work after long illnesses. Brother Dave Carlson has been back since January 9, 1978, Brother Joe Vander and Brother Robert Nelson both went to work on February 6, 1978, after long illnesses.

Work at this time is slowing down with the U.S. Steel Minntac Plant at Mt. Iron, Minnesota, in its final stages. At this writing the Minnesota Power and Light Cohasset Power Plant has not let the contract yet. This is going to be the only job coming up that is going to need any great amount of men. Let us all hope these contracts can be finalized.

Brothers, keep in mind the contract between NECA and our local is up June 1, 1978. If you want any changes let our negotiators know.

Also it is election year for our local so back your candidates.

I am saddened to report in the month of January we lost three Local 294 Brothers. Brother Clarence Fitch passed away on January 9. He was born on September 17, 1911, and was initiated into Local 294 on August 18, 1951, and went on pension October 1, 1975. He worked for the REA and went into the construction work in 1954.

Brother William Lattery passed away on January 18, 1978. He was born on November 10, 1908, and was initiated into Local 294 on August 4, 1942, and went on pension December 1, 1973.

Brother Elmer Peterson passed away on January 22, 1978. He was born on July 10, 1904, and was a charter member of the local union, being initiated on May 31, 1935, and going on pension in September, 1971. Mr. Peterson was elected to the State House of Representatives in 1940, and served there until 1946. He then won the Senate seat vacated when John A. Blatnik was elected to Congress.

Mr. Peterson served in the Senate until 1963, representing the 60th District. He also was an electrician at the Hibbing School.

We would like to extend our deepest sympathies to these departed Brothers' families.

On February 6, 1978, the Vacation and Holiday checks were released from the Northwestern Bank in Virginia, Minnesota.

Brothers, one boycott I want to remind you about is the one against J. P. Stevens Company. It is a fight of labor that we must win. If we all do our part and tell our neighbors and friends not to buy J. P. Stevens products we can hurt them. The wages in its factories are 31 percent below the average national factory wage. Department of Labor inspectors have found their plants in the Carolinas ignore minimum safety standards for employees. Officers and directors of Stevens at the age 65 can expect to retire with pensions as high as \$75,000 per year. J. P. Stevens has been found guilty of violating the National Labor Relations Act 15 times since 1963, more than any other company in American history. Did you know the Defense Department of the United States continues to give millions of dollars worth of business to J. P. Stevens in spite of all these law violations? So write your representatives in state and federal government on how you feel and do not buy any of their products. Thank you.

Always check for those union labels, remember be union and buy union. Smile, it is contagious.

E. LEROY LAHDE, P.S.

Outstanding

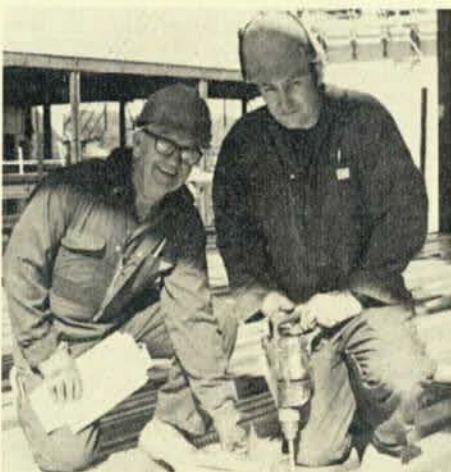


Brother James "Butch" Lott of Local 295, Little Rock, Ark., is the outstanding apprentice wireman of 1977.

On Jobs



Wiremen employed by Harvill-Byrd Electric Company are working on the new multi-agency office building which is being constructed on the state capitol grounds at Little Rock, Ark. Left to right are foreman J. B. Nelson, David Matthews, Jimmy Jones, and Jerry McKinney.



J. B. Nelson and Jimmy Jones are drilling holes in cellular wire ways in preparation for the installation of electrical devices in the slab before the concrete is poured, on the Arkansas State Capitol job.



Wiremen employed by C & C Electric are pictured as they take a break from their duties on the recently completed Arkansas Farm Bureau building on I-430 at Little Rock. Kneeling, left to right, are Mike Corrigan, Charles Stoll, Eddie Jones, Harry Papan, Steve Holliday, James Harris; standing: superintendent Charles McNutt, former Bill Thornton, Harry Matthews, Bill Lucy, Gary Reed, Gerald Williams, and Robert James.

Brother Lott Is Outstanding Apprentice of Local 295

L.U. 295, LITTLE ROCK, ARK.—Many years ago our members and contractors worked together to achieve a common goal. They realized that the relatively new energy source, electricity, would some day boom into a vital part of the American way of life, and they were determined to be prepared.

Through the efforts of that group, the Joint Apprenticeship and Training Committee (JATC) was born. During those early years the training school was operated independently, and educational material was obtained locally. Many IBEW members were afforded their first opportunity to study electrical theory through classroom instruction. The years marched by and our apprentice training program was registered with the Federal Committee on Apprenticeship on November 28, 1945. Since that time we have enjoyed a favorable trend of continuing improvement.

Each year a class of fine young mechanics is graduated from our training program, and the electrical industry in Arkansas is blessed with a new crop of well-trained journeyman wiremen. Our JATC Committee is charged with the difficult task of selecting an apprentice from the highly competitive graduating class to receive the annual award for outstanding achievement.

We are pleased to announce that James D. "Butch" Lott has been selected as outstanding apprentice of 1977. Brother Lott was indentured and began his apprenticeship on July 13, 1973, and maintained an excellent level of scholastic achievement until his graduation on November 23, 1977. Congratulations, Butch!

Suicide is a depressing word and most of us suppose that we are incapable of performing such an act, yet we as a nation are doing just that! One of the primary reasons for our current worsening economic predicament is caused by the foreign operations of the United States-based multinational corporations.

Unfair as it may be, present federal laws and special tax shelters encourage large corporations to export American jobs and technology to low-wage foreign countries with poor working conditions. Naturally, as manufacturing plants all over our country are shut down by this corporate piracy, Americans are being forced to cope with mounting unemployment while fighting a hopeless battle against uncontrolled inflation. A trend has been set and the unfavorable situations is further compounded when foreign-made items are imported into the United States and we contribute to our own destruction by buying low-priced items manufactured in foreign countries.

What can we do to combat this act of national genocide? One step in the right direction was suggested by a wise old gentleman who once made this following statement: If you cannot or will not buy union-made products, you should at least buy American-made products. We as individual citizens should also make our displeasures with such a ridiculous system known to our elected officials in Washington. This is a crucial election year for organized labor. Make certain you are registered, then go to the polls and vote.

LLOYD R. LYNCH, ASST. B.M.

10-Percent Unemployment In Local 306

L.U. 306, AKRON, OHIO—Work is still fairly slow in our area. As of this writing, we are experiencing approximately 10 percent unemployment, with hopes that spring will alleviate this burden.

The recent layoff of over 1,300 employees at Goodyear may have an effect on our local. We count upon a certain amount of work in the tire plants, and gradual closings of these facilities could result in undesirable consequences for all building tradesmen here. The number of rubber workers has decreased from a 1950 high of 51,000 to the present 27,000, a loss of about 45 percent of the employees.

1977 Graduates



The 1977 Graduating Class of Local 306, Akron, Ohio, are front row sitting, left to right, Larry Sutter, Gil Hart, Jim Cook, Duke Crawford, John McAmis; standing: Dick Justice, secretary JATC; Bill Dies, chairman JATC; Bob Miller, Mark Mitchell; William Henninger III; Bennie Jamison; Ray Butler; Don Shafer, JATC member; Don Heffner (rear) JATC member; Bill Campbell, JATC member; and George Peters, JATC member.

Our apprenticeship class graduated ten young men to journeyman status. Congratulations are in order for Brother Gil Hart who maintained a 99 percent average over four years and Brother John McAmis who followed with a 96 percent average, both outstanding. In addition to Brothers Hart and McAmis, Brothers Jim Cook, Duke Crawford and Bob Miller were awarded for four years of perfect attendance. Additional graduates included Ray Butler, Bill Henninger III, Bennie Jamison, Mark Mitchell, and Larry Sutter. Best wishes to all in your future endeavors.

Brother Dick Richey displayed rare courage and genuine concern for one of his brother members when he disengaged Mitch Filing from a live circuit. Brother Filing was splicing a cable when he came in contact with an energized circuit. Brother Richey tried unsuccessfully to pull Brother Filing loose, and finally knocked the cable away. Brother Filing was hung up for approximately half a minute, and was able to survive because of excellent health.

Those of us in Local 306 would like to extend best wishes to all of you for the year 1978.

DENNIS M. JOHANYAK, B.M.

Dance



Dave Sorge, chairman of the Entertainment Committee, makes a little speech at the New Year's Eve dance of Local 309, Collinsville, Ill.



Having fun at the New Year's Eve party. Mike Faust is shown at front center.



More members enjoying the dance.

Donors



Charles VonGruenigen, left, and Kenneth Armstrong donate blood at the union hall in December.

Outside Construction Work Almost Non-Existent

L.U. 309, COLLINSVILLE, ILL.—The weather, as elsewhere in the country, has affected the work situation in the local. The outside construction work is practically non-existent. The inside construction groups are slowed by non-deliveries of materials and the other crafts not being able to work, so the wiremen can proceed with their part of the job. While the number of wiremen may not be high enough to warrant a short work-week being implemented most of the time this winter, it is no longer a part of the contract agreement anyway. This is a sad fact in view of all the other industries and unions that have gone and will be going to this social tool as a way of lowering the unemployment levels.

The COPE tickets for '78 are in. You, as a good union man, should be willing to contribute and vote for COPE-backed candidates.

After very long hours of negotiations, Cerro-Copper Company and 309 have settled their agreement—the strike has been called off. Negotiations are under way with the Motor Shop agreement and the communication agreement, both expiring the later part of February. Outside construction negotiations are in process on agreements 6-309-C, line clearance and 6-309-SL, street lighting. Also, we are still negotiating the Pension Plan of Illinois Power Company.

JOHN P. LORENTZEN, P.S.

Officers



Assistant Business Manager of Local 317, Huntington, W. Va., Ed Kinney, Business Manager William A. "Bud" Berry, and Assistant Business Manager Frank Garnes.

Work Scene Much Brighter For Local 317

L.U. 317, HUNTINGTON, W.VA.—Our inside work should be picking up by spring, both industrial and commercial. We have a wide variety of commercial jobs starting in the Tri-State area, plus the addition of precipitators and other expansions at industrial plants in the area.

We have a new generating station in progress at New Haven, West Virginia, plus a new coal liquefaction plant near Catlettsburg, Kentucky. This new type of plant, if successful, could open up a whole new line of work for us in the Ohio Valley.

The line work has pretty well held its own during the winter months, and should be progressing as the year goes along.

With the addition of four new power units

The Girls



Secretaries for Local 317 are Berta Phillips and Connie Phillips.



Secretary for Local 317 Federal Credit Union is Linda Chandler.

Old-Timer



Brother Jay Booth has been a member of Local 317, Huntington, W. Va., since 1924. He is still active in union affairs and the Retirees Club.

and a new switchyard we should be reaching our peak by the end of the year. We are anticipating from seven to nine years of work at the atomic plant.

We must realize that we have inherited something that a lot of people have worked hard to build over the years. Most of these men have retired or passed away, but they have built something that we can all be proud of.

One of the first people that comes to mind when I think of the past is Brother Jay Booth. Brother Booth first became a member of Local 317 in 1924. Our scale at that time, he recalls, was 80 cents per hour. During his 54 years, he has served in every office in the local union.

The thing that most of us remember about him is being a student of his. Brother Booth taught vocational and apprentice classes from 1939 to 1967. He is still active in local union affairs and the Retirees Club, and is the longest living member of Local 317.

For the past few weeks we have been trying to survive the winter of '78 as most of the Northeast has had to do. Most of our jobs have been slowed down or postponed until the weather breaks.

Although the work situation is slow, our union activities are still going strong. Our negotiating team is presently preparing to start negotiations with the contractors for a new contract. We are also sending representatives to take first aid

classes to qualify as instructors for the local union.

The weather has also postponed meetings of our retired Brothers. We hope we can get some pictures and information on their activities in the near future. We presently have 117 retired members, so maybe we can get some good crowds at our meetings.

CURTIS HAMILTON, P.S.

Anniversary



Head table guests at the 50th anniversary of Local 319, Saskatoon, Sask., are, left to right, W. J. Bunn, Nora Abbey, R. McWillie, L. Dionne, Mrs. Dionne, and P. Mostoway.



Members enjoying the party.



J. McLeod, president of the Saskatoon Federation of Labour, addresses members of Local 319.

Local 319 Marks 50 Years as Civic Union

L.U. 319, SASKATOON, SASK.—October 5, 1927, Local 319 was issued to Saskatoon and on October 14, 1977, members and their wives with honored guests attended a banquet and dance to celebrate this occasion.

Guest speakers were IBEW International Representative R. McWillie; MLA Provincial Government, P. Mostoway; Department Head, W. J. Bunn and President of Saskatchewan Federation of Labour, John McLeod.

Representative McWillie conveyed best wishes to Local 319 members from K. Rose, International Vice President, who was unable to attend due to last minute engagements. Brother McWillie then reminisced about past presidents and members who helped build and make this union what it is today.

Mr. P. Mostoway congratulated members on this occasion and expressed thanks for the good

business relationship the union has had with the government.

Mr. W. Bunn thanked members for their cooperation in working with him and expects the same in the future.

John McLeod spoke briefly on the importance of sending conscientious members to conventions and the value of these conventions to all IBEW members.

President Dionne then with closing remarks thanked all the guest speakers and committee members for making this occasion a success.

S. A. SCHROEDER, ENTERT. COMM.

At Dinner-Dance



The Classes of 1976 and 1977 of Local 325, Binghamton, N.Y., were honored at a dinner-dance. Members of the Class of 1976 are Brothers Edward Griffith, Steve Herrick, John Benedict, and Ronald Ecker.



Members of the Class of 1977, front row, are Brothers Charles Serayderian and Mike Justofine; back row: Brothers Tom Foster, Bob Eckler, and Doug Bernard.



Front row are Brother John Friedman, JATC; Brother Bob Brown, business agent and coordinator, JATC; Brother Paul Yabosky, contractor and JATC; George Halet, NECA representative and JATC; and John Tierney, New York Apprenticeship; back row: Brother Tom Gorman, JATC; Brother Tom Mastar, JATC; Bob Gleason, JATC and contractor; Allen Minckler, International Representative; and Ray Moore, JATC and contractor.



Some new journeymen and guests enjoying themselves.

Apprentices Honored; Work Holding Its Own

L.U. 325, BINGHAMTON, N.Y.—On December 10, 1977, two apprentice classes were honored at a dinner-dance, the Classes of 1976 and 1977. These fine young men are journeyman wiremen who have gone through four years of an excellent JATC program.

The Class of '76 graduates are Brothers Ed

Griffith, Steve Herrick, Ronald Decker, John Benedict, and Joe Antoni.

The Class of '77 are Brothers Charles Serayderian, Robert Eckler, Douglas Bernard, Michael Justofin, and Thomas Foster. Also honored was the outstanding apprentice in each class for their scholastic ability. Class of '76 was Brother John Benedict and Class of '77, Brother Charles Serayderian. Each received a Savings Bond from the MATC. We wish each and every new journeyman a long and prosperous career in the IBEW and Local 325. Once again, congratulations.

Work in our area is still holding its own. We are still working 40 hours a week, something we haven't done in a long, long time. We hope this will continue for a quite a while. We took up the annual Christmas collection for our Brothers who were out of work the past year due to sickness or injury.

Don't forget to get your cards and telegrams to our senators in Washington to support the Labor Law Reform bill S1883, which will help speed up NLRB decisions and also give more power to the NLRB to enforce its rulings.

See you at the union meeting, third Monday of the month, at 24 Emma Street, Binghamton. Make a point to be there.

ROBERT J. SMOLINSKY, P.S.

75th Anniversary



Officiating at the 75th anniversary celebration of Local 340, Sacramento, Cal., left to right, are International Representative H. L. Ziemann, President Larry Sinatra, and dinner-dance chairman Chuck Cake.



Recipients of service awards, left to right, are C. Malcolm, 60 years; J. W. Karver, 60 years; Business Manager Lee Frith; A. Silva, 55 years; F. Zeberg, 60 years; and C. Svec, 55 years.



New journeymen, left to right, are Augie Granadoz, John Paulukaitis, Jack McDonald, Darrell Batchelor, Steve Stinson, Ronald Wermes, Dan Patrick, Bob Gately, Randy Del Porto, John Headley, Roy Smith, Kirk Draper, Sid Spencer, and Larry Johansen.

Local 340 Celebrates 75th Anniversary

L.U. 340, SACRAMENTO, CAL.—1977 was climaxed by our 75th anniversary celebration. We are very proud of the fact that Local 340 was one of the first 10 charters issued in the United States on December 9, 1902.

Over 300 members and guests attended the dinner-dance at the Woodlake Inn. Ceremonies included presentation of certificates to our new journeymen, who graduated from apprenticeship

training in July, 1977. Service pins were awarded to Brothers with 20 or more years of service. Members with 55, 60, and 65 years of service were presented with special awards. On hand to receive these special awards in person were A. Silva and C. Spec, each for 55 years, and J. W. Karver, C. Malcolm, and F. Zeberg for 60 years. International Representative H. L. Zieman assisted our local officers with the presentations. Over 60 door prizes were donated by our local contractors and wholesale houses. Dinner-dance chairman Chuck Cake and his committee deserve much credit for a fine evening.

This will be our year for negotiating a new contract, as the current agreement expires this summer.

The IBEW 340 Golf Club has a full schedule of tournaments planned for 1978, with nice trophies for the more fortunate.

Our severe drought has finally come to an end. This past January proved to be one of the wettest on record. As of this writing, the seasonal total is 18 inches of rainfall compared to 3.98 inches one year ago. How's that for going from one extreme to another?

We were saddened by the loss in January of Brother Edward M. Coz, who was a member for 68 years.

ROCKY B. HARRIS, P.S.

Christmas Parties



Shown at the recent old-timers' Christmas party, sponsored by Local 357, Las Vegas, Nev., left to right, are Roy Smith, business manager; A. T. Feeley, Unit 1 chairman; Earl Day, recording secretary; and Albert Cecil Wynn, president.



Bonnie Manning, secretary for Local 357, is shown congratulating Brother J. J. Mitchell for his long and faithful service in the IBEW.



Linda Yates, Santa's elf, and Francis Sagrestano, alias Santa Claus, with some of the members' children at the kids' Christmas party.

Christmas Parties Held By Local 357

L.U. 357, LAS VEGAS, NEV.—We would like to thank everyone who helped make the old-timers Christmas party and the kids Christmas party a big success—a special thanks to all the apprentices, Sign Unit, and Construction Unit and wives for the way the hall was decorated, especially that 17-foot Christmas tree. Ambrose Feeley was in charge of the old-timers' Christmas party and Cecil Wynn was in charge of the kids' Christmas party.

If you were not present at the December 13th Unit 1 meeting, you missed a very good time. The meeting and Christmas party that followed were dedicated to our old-timers and their wives.

More than 200 members and their guests were welcomed by Business Manager Roy Smith and his staff.

During the meeting, Brother Bob Beam made a presentation to Business Manager Smith of a book, *Robert's Rules of Order*, which he had received many years ago from the former president of Local 357 and the new president of the Old-timers Club, J. J. Mitchell. It will be placed in the local's history display case. Our thanks to these Brothers.

Service pins were presented to many union members with many years of good standing in the IBEW. Although some of the eligible Brothers could not be present, there was a total of 630 years of service among them all. Brother Wilbur Ratcliff, now residing in Colorado, sent his regrets at not being able to attend. Wilbur was to receive a 50-year award.

On December 18, 1977, all the members' children were invited to grace the halls of the building of which their moms and dads tender a livelihood. Oh what a good time was had by us all!

The children sat upon Santa's knee and spoke of Christmas secrets; Santa's helpers gave out gifts and refreshments. Cartoons were shown; there were puppets (courtesy of Brother Bill Vasconi) and clowns. Love and laughter were abundant among the throng, bringing happiness to the faces of even the smallest ones. Isn't this what the holiday is all about?

MICHAEL SNYDER, P.S.

On the Job



Brother Willard "Beaver" Paff, shop foreman for Delaware Electric Motor Repair Shop, is a member of Local 367, Easton, Pa.



Brother Ralph Rohn and Ralph Fenice, shop foreman at Crowder Jr. Company Motor Shop.

On the Job



Brother Primo Pulcini rewinds a motor stator at the Crowder Shop.



Brother Ray Imlay at the counter of the Crowder Electric Supply House, as Brother Frank Bigelli takes a telephone order.

Scribe Highlights Electric Shop and Motor Repair

L.U. 367, EASTON, PA.—Although we are basically a construction local—more than 90 percent of our members are in the construction branch of the trade—we would like to give some recognition to our non-construction Brothers and Sisters. This month we will mention the Electric Supply House and Motor Repair Shop employees. This particular branch of the trade has been a part of our local for nearly 35 years. The Electric Motor Mechanic troubleshoots, repairs and rebuilds electric motors ranging in size from a small drill motor to the massive motors used in heavy industries such as paper mills and cement mills. The Supply House employees are involved in the sale of any and all electrical materials. Remember Brothers, they sell tools too.

As of this writing, construction is still down in our jurisdiction and we are still suffering unemployment.

The local has been active in a card and letter writing campaign regarding the Labor-Law Reform Bill. We hope that by the time this is printed, it will have been passed into law.

I would like to urge all of our members to purchase at least one COPE ticket if you haven't already.

The Dinner-Dance Committee has announced that the 1978 dinner-dance will be held on July 22, at the Holiday Inn in Phillipsburg, New Jersey. We hope that the work situation will have turned around by then.

RUSSELL G. BENNER, R.S.

Local 386 Victorious After 101-Day Strike

L.U. 386, TEXARKANA, TEX.—Due to some long hours and some very hard work by Business Manager C. Marvin Woodruff, along with International Representatives Harold West, Grady Parks, and Carl Lansden, we won a very hard-fought victory.

Northwest Arkansas has long been a hold-out against organized labor by Southwestern Electric Power Company, and it hurts the company very much to have its employee have a choice in the way the Brothers are treated. One of the things they wrote in their letters was, "Why pay union dues when you can get the same things without paying for them?"

While we were on the streets for 101 days, the people in northwest Arkansas never missed a pay day. I cannot understand how a person can sleep at night and receive the same benefits as people who worked and suffered so long, and not want to pay his share. So many other countries have lived so long off our country that I guess we can expect that a few of our fellow workers want to live off our hard work.

We have had some very hard weather for this part of the country and it hasn't helped our outside work. We wish to thank our sister locals again for keeping our men working, at least when the weather permits. To make matters worse, the flu bug is flying around, taking its toll on a large number of our Brothers and Sisters.

GENE CARAWAY, PRES.

Meeting Hall



Shown is the IBEW union hall, where members of Local 398, Charleston, S.C., meet on the first Thursday of each month.

Board Members



Shown are Executive Board members Henry Bennett of Charleston Stores and Freddie Morillo of Charleston Substation.



Local 398 Brothers at a meeting.

Members Accept SCEGCO Offer

L.U. 398, CHARLESTON, S.C.—This is a continuation of last month's article. The voting on the proposal contract offer from SCEGCO took place at each work location, conducted by each steward. Ballot counting took place at the Red Carpet Inn in Orangeburg. The Ballot Counting Committee members were, from 398, J. Sack, E. Bunton, M. Elkins, C. Brownlee, and R.

Son



Little Kevin Glenn is the son of Charlie Glenn of Hagood Station

Koster, and from 772, R. Harmon and S. Maxwell. The vote outcome was that the Brothers of 398 and 772 voted *no*, by a very large margin, not to accept the offer from SCEGCO.

On January 3 and 4, 398 job steward meetings were held in Charleston and Walterboro. On January 5, 6, and 7, second negotiations were held with SCEGCO, also on the 7th a federal mediator met with the company. The only extra offer was that the company would pick up any extra cost in the dependents' insurance for the next 33 months. I failed to mention that, in the first offer, the contract will be opened in October, 1978 for wage negotiations and in October, 1979 for wages and vacation negotiations.

On January 9, two steward meetings were held. On January 10, 11, and 12 a second vote was taken. The vote outcome this time was that the contract offer was accepted by the Brothers of 398 and 772, but by only a very slim margin, 22 votes. If this vote had been reversed we, 398 and 772, would be on strike against the South Carolina Electric and Gas Company. I believe that it will come to this in the future. Why? Low morale.

Brother J. W. Ropp, 398 financial secretary, is still under the weather.

Congratulations to Ken Fritch, Local 916, on his marriage to Miss Kathy Harris on December 3; also to 398 Brother Richard and Linda Morris, on the birth of their first, Sean Andre, born on Christmas Day, at 9:51 a.m., at Roper Hospital, at 8 pounds, 8 ounces, and 25 inches.

H. W. Decker was given a retirement party on January 27, at the Sand Dunes Club on Sullivan's Island.

Well, that's all for this month. Thanks for reading this article.

FRED. L. SMITH, P.S.

All Employed in Local 405; Travelers Needed

L.U. 405, CEDAR RAPIDS, IA.—If you see smiles on the faces of the members of Local 405, it is probably because we now have full employment for our members, and the next year, at least, looks equally promising. This is certainly a change from last year at this time when we had over 70 members on the bench. Hopefully, we can use some traveling Brothers in the near future, but it would be advisable to call first before traveling here to work.

Our local recorded a first for itself at the meeting when Local 405 initiated a woman, Kathy Rock, into its ranks. Kathy is a second-year apprentice with Justice Electric Company. Congratulations, Kathy, and we wish you success and good fortune.

After the meeting a smoker was held and the food was superb. Jim Ryan was the organizer of it and he did a great job. We thank you, Jim, and also the Hawkeye Labor Council Women's Auxiliary who catered the food. Let's have another smoker soon.

I'd like at this time to thank Brother John King for the fine work he has done as press secretary the last five years. He recently retired from the press secretary job and I'm sure his words of wit and wisdom will be greatly missed. Thanks for a job well done, John.

It's a little late to be reporting on a Christmas party, but we did have one and it was a real

gala affair. Everyone seemed to have a great time and the members of the Christmas Party Committee did an excellent job. They were chairman Dick Sundermeyer and wife Linda, Bob Keister and wife Teresa, Carmen Oylo and wife Linda, Jerry Bender and wife Connie, and Carl Machula and wife Hilda.

We understand that Paul Kerkman is hanging up his tools and retiring. We are going to miss you, Paul, and we wish you a lot of happiness. I'll bet that new motor home gets a lot of use now.

Best regards to everyone and attend your union meetings.

BERNIE E. CLARK, P.S.

Party



The clown with the children at the Christmas party given by Local 441, Santa Ana, Cal.



One of the smallest children.



One of the biggest children.

Kids Enjoy Party And Santa

L.U. 441, SANTA ANA, CAL.—Our annual Christmas party for the kids was held on Saturday, December 17. All the children received gifts which were presented by the Ladies' Auxiliary.

Jack Roberts and his Entertainment Committee—Mike Dzurenko, Larry Barth, Frank Cucchetti, Bob Will, did another wonderful job. A very special "thank you" goes to Andy Popp, who once again was Santa. Andy has such a great way with the kids that even the bigger ones sat on his lap. I know the kids would like to send along a "thank you" to Andy also.

Brothers, we are in the planning stages for a party May 31, 1978. The party will combine our annual pin awards dinner and 50th anniversary celebration of the founding of our charter.

Please make plans to attend and enjoy. It will be at the Anaheim Convention Center Wednesday evening, May 31, 1978. Contact the business office for further details.

JIM BERKEY, P.S.

Johnstown Local Purchasing Office Building

L.U. 459, JOHNSTOWN, PA.—The local union is in the process of purchasing a building through the local union's Home Association. The purchase should be consummated by the time this article is printed.

The new building is located on Broad Street in Johnstown, Pennsylvania. It is centrally located for a majority of our units and is in close proximity to the Pennsylvania Electric Company home office. Parking, which has been a problem, is more than adequate.

The building will accommodate offices, a small meeting room, and a large hall for special meetings.

Hopefully, renovations will be sufficiently completed by the end of May so that we can utilize the building for our regular monthly meetings.

The local union is also contemplating the endorsement of the Savings and Retirement Fund, which has been formulated through participating local unions in the IBEW. The plan rivals, and is similar to, savings bond plans and IRA pension plans. The advantage is in the amount of interest guaranteed in comparison to regular bond or bank savings plans. Low-cost administrative fees are another attractive feature. The local will keep the membership informed on this matter.

Congratulations to Charles Grigg and Donald Colvin who received the Helping Hand Award from Pennsylvania Electric Company in gratitude for their efforts in saving a family from a burning mobile home. In performance of their duties as linemen, the two Brothers perceived a mobile home on fire. They alerted the occupants who escaped the building minutes before it exploded.

Hope you had a happy and blessed Easter.

WILLIAM D. PARSHA, P.S.-V.P.

Party and Pins



Brother Al Burns, who has recently retired, was at the front door of the hall signing members into the Christmas party again this year. Al has probably worked on more parties and picnics than anyone else in Local 474, Memphis, Tenn., and this year signed in more than 400 people.



Brothers receiving 40-year pins were, from left: Bill Edwards, J. A. Cathey, J. E. Boone, Bruce Donderville, Buddy Dawkins, Albert Lutz, W. A. Seigman, Brick Newman, and George Peek. Leading the applause for these Brothers were, rear, Business Manager Byars and President Bates.

Christmas Party And Pin Ceremony Combined

L.U. 474, MEMPHIS, TENN.—Again this year, this article will be addressed to those of you who failed to come out to our annual Christmas party and I can safely say, "You really missed a good one."

This year's turnout was down a little from last, but again we ran out of most food an hour be-

Party and Pins



These Brothers who received 30-year pins were the largest group of the day. Not shown are about 10 late arrivals to the presentation.



Members of the Party Committee gather around chairman Rick Boyd to discuss final details just before the party. Early arrival Joe Parke, left front, seems to be looking for a good seat, away from the "rush."

fore closing and about the only thing you could find to eat was a mustard sandwich and a few potato chips.

President Dave Bates and Business Manager Albert Byars started the day off with a pin presentation where over 70 Brothers were on hand to receive pins representing membership in the Brotherhood from the "kids" with 20 years to the "semi senior citizens" with 40 years of card totin behind them.

After the pin presentation, Brother Rick Boyd's committee took over the task of stuffing as much food into as many people as fast as they could and then stood back in a mood of self satisfaction as waist lines expanded and the air was filled with groans of "where's my plop-plop fizz-fizz?"

Everyone seemed to enjoy themselves to the fullest and I heard a lot of well-dones being passed along to the committee members for their work.

Those Brothers working the party this year were: Rick Boyd, chairman, Art Jones, Tommy Dennis, George Gooch, James Langford, John Castellaw, Mike Alberson, Vick Flannigan, Al Burns, Danny Cox, Paul Shelton, Larry Johnson, Aubrey Holloway, and Keith Bates.

Hopefully, you'll all read this and regret not being there and seeing old friends, discussing old jobs, and raking the officers of the local over the coals, and maybe next year instead of having the usual crowd of four to five hundred there, we'll have a really good turn out.

KEITH BATES, P.S.

Officers Attend Regional Utility Conference

L.U. 500, SAN ANTONIO, TEX.—President Carl Dietrich and Vice President Clayton Sparks attended the 20th annual Regional Utility Conference held in Denver, Colorado. Dietrich reported that he is still amazed that a lot of the problems our local is having are common to other utility locals. As usual the Utility Department staff conducted a very informative conference.

Regan P. Loftin, power plant operations supervisor, retired March 1, 1978, after almost 27 years with City Public Service.

This local sent a donation to the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota in memory of labor's friend.

Registrar Carruth announced that another COPE raffle will be held, with drawings taking place during the October meeting.

Texas AFL-CIO President Hubbard sent a letter of recognition to this local for its continuous effort in recruiting members.

During the February meeting Juan Alonzo, Roy Thompson, Leland Tolbert, and Gary Tucker were welcomed as Brothers into this local.

See you at your next union meeting.

ROGER KLAERNER, P.S.

One Goal for Local 501: Put Their Men to Work

L.U. 501, WHITE PLAINS, N.Y.—What's been happening in Local 501? That's a good question and here are some answers!

We have given our picketing corps a shot in the arm and have picketed non-union jobs throughout our jurisdiction for a total of 5,950 hours in the past 14 months! We've won jobs for our contractors and men ranging from \$1,000 to \$350,000! Recently we had seven lines going on one day, all manned by Local 501 electricians!

We sponsored a seven-week telephone interconnect course attended by over 60 members who were given an examination at its conclusion, and we were fortunate to obtain thousands of dollars worth of new telephone equipment so each man had the opportunity to learn on bona-fide equipment.

We instituted a 50-50 club at all our meetings and assumed the catering of our annual outing, and the proceeds from both went to the picket fund.

We've instituted an austerity program too, with myself and all delegates taking a cut in salary, pricing all supplies for office and janitorial items, and saving big money on the actual maintenance of our building by doing a lot of work ourselves and getting bids on HVAC upkeep, elevator maintenance and maintenance of the grounds.

We have been active in the organizing field too, having signed 13 new contractors over the past year. They are small now but they will get work, grow, and hire more of our people.

Politically, we have been very active. We've sent our people to the New York State capitol in Albany and the Connecticut State capitol in Hartford, and locally have been present and vocal at many public hearings and village and town meetings with one goal in mind, and that is to get our people to work. Nationally we are continually contacting our congressmen on many issues vital to the working man, including the Labor Law Reform Bill.

Our jurisdiction covers part of Fairfield County in Connecticut and you must be licensed in this state. We ran a five week course at a local high school for 161 members who were interested in taking the licensing test and 156 passed! We plan running another seminar in the next few months.

We have organized a course in welding and have signed over 30 members who will start a 48-hour course in late January. We are also in the process of forming a Code class that our Examining Board has volunteered to teach.

We are still very interested in going reciprocal with any of our sister locals. Journeyman means just that Brothers. Let's help the fellow who is forced to travel.

The work picture in our area is starting to brighten, but we have a great number of good men still unemployed.

One last note: George Dalzell, age 90, and a 71 year member of Local 501, passed away recently. He was the father of members Graeme and Robert. May he rest in peace. Ed Morrissey, our assistant business manager, was also called to his last reward. We miss them both.

GRAEME DALZELL, B.M.

Annual Christmas Social, Dance Held by Local 529

L.U. 529, SASKATOON, SASK.—Local 529 held its annual Christmas social and dance on Saturday, November 26, 1977, at the Union Center.

Social and Dance



This is a scene of the annual Christmas social and dance held by Local 529, Saskatoon, Sask.



John Crook thanks everyone while Jim Gilhooley, left, and Business Manager Gus Gerecke, center, look on.



Harry Dyck, right, receiving the Apprentice of the Year Award from Garth Blakely.



Larry Decker, left, receives a special award for an outstanding job as job steward at the Biggar Malting Plant.

This year we had 210 members and guests attend and all agreed they had a good time. A big thank you to all who worked so hard to make it a success.

As 1977 was a special year for Local 529, our 30th anniversary since receiving our charter, several pins for long service were awarded, along with the Apprentice of the Year Award and a special award to one of our job stewards. Receiving a 30-year pin was charter member John Crook. John has served as treasurer of Local 529 for 30 years. Congratulations, John, and a big thank you for your many years of dedicated service.

Others receiving service pins were Jim Gilhooley for 25 years and Grant Ford a 20-year pin. Absent, but receiving pins later, were Tom Crook for 30 years, Bill Kamula for 20 years, and Art Reiss for 20 years. Harry Dyck received the Apprentice of the Year Award and Larry Decker received an award for the outstanding job he did as job steward at the Biggar Malting Plant.

Our local experienced a good year in 1977,

with near full employment for most of the year; however things slowed considerably the last several months with the completion of the Biggar Malting Plant which employed close to 40 electricians at the peak of the job.

Congratulations to Brother Art Reiss who won a 1978 Firebird at the annual Fireman's ball.

On a much sadder note, we extend our deepest sympathy to the family of Brother Cliff Howsam, apprentice electrician, who died in a car accident last fall. Also to the families and friends of Brothers Don and Dennis Drake, father and son, who were killed in a double snowmobile accident on Christmas Day.

GARTH BLAKELY, P.S.

Free Skating



Before the Local 530, Sarnia, Ont., Christmas party, Rolly Houle, left, Bruce Neely, and Mrs. Collins enjoy a chat on skates.



Brother Paul Pettit is either giving skating lessons or taking them.

Ice Skating, Soda, And Santa Make Great Party

L.U. 530, SARNIA, ONT.—On December 18, 1977, the annual children's Christmas party was held. Prior to the arrival of Santa, the whole family enjoyed two hours of free skating at the Sarnia Township Arena. The kids also enjoyed hot dogs and soda pop. After the skating, the most important of the day's activities occurred, the arrival of Santa. Although there was no chimney for him to come down, he made his entrance through the side door to the delight of the children. Santa then proceeded to call the names of the kids to receive their gifts and bags of candy. A good time was had by all. A special thanks must go out to Brother Jack McLellan who got in touch with Santa and did a fine job. Also thanks to the Recreation Committee for a job well done.

At the January meeting nominations and elections were held for two trustees in each of the Pension and Health and Welfare Committees. Lorne Harris and Roger Cataford were elected to the Pension Committee with Jack Bourne and Maurice Auger making it to the Health and Welfare Committee.

Santa's Arrival



Santa makes his entrance.



Halliby Ross, 19-month-old daughter of Mr. and Mrs. John Ross, gets her gift and bag of candy from Santa.

Congratulations must go out to Brother George McDonald of Petrolia who has started his own business, McDonald Electric, and signed a working agreement with Local 530. Good luck, George.

Brother Don "Moose" Chivers informs me he is collecting baseball-type caps. He is looking for hats from construction companies, trucking companies, etc. He already has a large number and mentioned he will pay postage and handling if anyone wants to donate a hat to his collection. His address is: Ron Chivers, 3414 Shenandoah Avenue, Port Huron, Michigan 48060.

MORRIS STUCKEY, P.S.

Annual Christmas Party Held by Local 540

L.U. 540, CANTON, OHIO—The Canton Memorial Civic Center was again the setting for the 1977 annual IBEW Local 540 Christmas party, which was held on Saturday, December 17, 1977. The festivities began with the children's party at 10:00 a.m. It was a big success, as usual, due to the Christmas spirit, the excellent job done by Santa Claus, and a delicious lunch which was prepared by the members, their wives, and children, who started preparing for this the evening before, and at 6:30 that morning and did not finish up until about 3:00 in the afternoon.

The evening activities started at 6:00 p.m. which included a social hour, followed by dinner, then the presentation of 20-year watches and recognition awards for years of service in the IBEW, and the awarding of door prizes. The dancing then commenced and lasted until midnight.

International Representative George Chapple, who services our local union, and our own International Representative, Ernest Scott, helped President Kenneth Mercier with the awarding of 20-year recognition watches to Elmer N. Barr, Hubert Egler, David L. Furcolow, Paul Garn, W. L. Kerstetter, Paul H. McDonald, Joseph P. Malloy, Jack D. Miller, Raymond Noll, William Pariso, Frank E. Snyder, and Bill D. Williams.

Presentations



Local 540, Canton, Ohio, presented 20-year pins and watches to eligible members at the annual Christmas party. Kneeling, left to right, are Raymond Noll, Joseph P. Malloy, W. L. Kerstetter, Jack D. Miller, Hubert Egler, David L. Furcolow; standing: Frank E. Snyder, Paul H. McDonald, Paul Garn, President Kenneth Mercier, International Representative George Chapple, Treasurer Elmer Barr, and Bill D. Williams.



Congratulations to Local 540 members who received special recognition for length of service in the IBEW. Left to right are Louis Furguile, Fred J. Miller, Ernest Moser, Boyd Faller, International Representatives Ernest Scott and George Chapple, and Joseph Zucchero.

Recognition watches were also received by Brothers Albert Edmondson, Wayne Geary, Stanley B. Marks, and Robert L. Wharton, who, for one reason or another, were unable to attend this much-looked-forward-to annual Christmas party. Recognition pins were also awarded to many members too numerous to mention in this article, but all those who reached another five-year plateau in membership in the IBEW received their pins for their years of service. Recognition was also given to those members who received their 35-year pins: Boyd E. Faller and Fred J. Miller, Brothers Ernest R. Moser and Joseph Zucchero, were the recipients of 40-year service pins.

The weather for the day was extremely good, which enabled us to see many of the retirees who have not been able to come in the past due to adverse weather conditions. It gave us all time to visit and renew old acquaintances.

It seems that every year the Christmas party gets bigger and better, as our membership expands, and more and more of the members attend. It is the finest function of this type given by any labor organization in the 540 jurisdiction. Much of this success has to be attributed to the fact that so many officers, members, wives, and children participate with the purchasing, wrapping, and distribution of toys, as well as the preparation of the meal for the children's party. Not only do the children look forward to this annual event, but also the members and wives. The invited guests, such as IBEW business managers, contractors, inspectors, local politicians, etc., who in one way or another help us in our everyday activities which enable us to secure work for our members, also feel this is their highlight event of the year.

We are indeed fortunate to be able to have an affair such as this where we can break bread and spend some leisure, fun-filled hours with our many members and friends.

Local 540 wishes all our Brothers well.

BILL WILLIAMS, P.S.

New Brothers Initiated Into Local 551

L.U. 551, SANTA ROSA, CAL.—I want to start this letter by welcoming the following Brothers to the IBEW—Charles Rada, Michael Doss, Emilo Giovanatta, Brian Peterson, Rich Pignatore, and Mark Wetjen. These Brothers have just finished their six month probationary period and were sworn in at the last general meeting.

I hope that they will remember to uphold the oath and will attend the union meetings. Let this be a reminder to all the Brothers. It is wrong that a small percentage of the membership does all the voting on matters that affect the total membership. In the right situation (wrong for the union) this small percentage could actually take control over the voting on important issues. So, Brothers, attend the meetings, if you don't attend, don't complain when something is passed that you don't like.

By the time you read this, the old-timers dinner should be just about ready to go. If you don't have your reservations by now, you should check with the hall.

From all that I read and hear, it seems that the labor movement has come to a halt and is starting to slide backwards. It seems that most everyone knows this but no one has any solutions. The labor leaders that are quoted in the news media say that we should organize everyone, and that should help. Well, they are probably right. They also say that we should support the right political candidates through COPE, and they are probably right. Some people say that we should get rid of our labor leaders and replace them with new blood, and they are probably right. But, Brothers, how can we have a strong leadership, a strong Brotherhood if we do not have a strong and united local first. I believe that the entire union movement was started from the bottom up and not vice versa. So, to have a strong brotherhood, it is up to every local to be united and strong themselves. Then, maybe the labor movement will go forward once again, so again—Attend the union meetings!

One more thing I would like to mention concerns Brothers from other locals going into another local to work on a job for their immediate contractor. Your first obligation is to clear into the local with the business manager. Your boss is not supposed to do it. You, as a member of IBEW should do it and it should be done before you even go to the job. Find out what the local's agreement says before you attempt to work. It could save you some money. I hope our sister locals in the bay area read this letter, as they seem to be ignoring the rules, and they are being caught.

DOW H. GOTHARD, P.S.

Swearing-In



President Lou Veilleux, Local 586, Ottawa, Ont., swears in apprentices at the December, 1977 meeting.

Local 586 Negotiates Fair Settlement

L.U. 586, OTTAWA, ONT.—The Big Blue Machine were winners of the Baseball House League, beating the purple team. Congratulations go out to all the players on the winning team.

Winners



The 1977 winning team of Local 586 House League.

This fall we were successful in negotiating a fair settlement for our Brothers at ADT—Dominion Electrical Protection with a two-year contract.

Also, we have finally negotiated a contract for our newest Brothers in Local 586, that is the group out at Noranda Special Metal Division in Arnprior. This year, 1978, will be a busy one for the officers elected to represent the employees of Noranda, this is receiving the recognition of management and gaining their respect.

We have just finalized the contract for the Brothers working for Union Electric Supply Company. One-year contract for 6 percent increase.

Now we are getting ready to negotiate a new contract for our Brothers in Square D Company Ltd. of Arnprior, a new contract for residential for Ottawa's jurisdiction, and of course the provincial agreement. So more fun and games for the year 1978.

R. D. CARRIERE, P.S.

Work Piles Up After Snow Storms

L.U. 589, JAMAICA, N.Y.—Weather is the big problem in our area. Snow accumulation has been the greatest in over 30 years and doing great damage to our electrical equipment. Our road has been crippled and we are in for a very heavy work load of repair and maintenance. Many were notable to get to work and they have been doing a tremendous job. Our people are really putting their shoulders to the grindstone even though the public does not recognize our efforts due to other circumstances.

Newly organized committees are hard at work. The Dance Committee, as well as the Retirement Committee, is reporting great progress. Detailed information will be forthcoming.

ANTHONY COVIELLO, P.S.

Children's Christmas Party Held by Local 592

L.U. 592, VINELAND, N.J.—The Entertainment Committee of our local put on another outstanding display of what Christmas is all about—a Christmas party for local members and their children and grandchildren.

First, there was a buffet that would have delighted anyone, then Santa's helpers handed out toys to each child. At last, the moment they were waiting for—Santa arrived. A chance to talk to Santa, and have their picture taken was not missed by any child. Santa was played by Harry Lindsey and he did an outstanding job once again. We would like to take this opportunity to thank him.

We would like to thank our Entertainment Committee Brothers, Chairman Steve Martinelli, Richard Yacovelli, Frank Vertolli, Delfino Olmo, Oliver Smith, and Joseph Darginio. They put in

a tremendous amount of time and effort to organize not only the Christmas party but many affairs throughout the year for the local. They really show the spirit of brotherhood.

RONALD J. DOLENTE, P.S.

On Job



Here are some of the members of Local 602, Amarillo, Tex., who worked on the children's home in N.W. Amarillo. Back row, left to right, are J. B. Byrant, Jr., Haven Dysart, G. O. Murphy, and Don Hodge; front row: Frank Renfro, Bill Bigham, Ray Hill, and Dale Hulsey.



Some members take break on children's home project.

Negotiating of New Contract Begins

L.U. 602, AMARILLO, TEX.—This local union, at our last regular meeting, began the process of negotiating a new inside contract. We hope our Negotiating Committee has great success in arriving at a fair and just agreement. This job is a thankless one and they need the support of every single one of us.

Recently, members of this local union, along with the NECA Chapter of the area, took upon themselves the task of wiring the children's home in N.W. Amarillo. Among those who gave freely of their time and labor were: Frank Renfro, Don Hodge, R. T. White, Ray Hill, Jim Dalton, Bill Bigham, Haven Dysart, Dale Hulsey, G. O. Murphy, "Scottie" Swan, and many others. Soon some of the less fortunate children will have a new building of which they can be proud.

Work in the area should begin to pick up with the coming of warm weather. The new hospital will soon be starting, while the powerhouse Unit 2 is about 85 percent complete and Unit 3 is beginning to come out of the ground. Commercial work in the area should be looking better soon.

JIM TYLER, P.S.

Two Locals Negotiate Single Contract

L.U. 605, JACKSON, MISS.—Our agreement has now been negotiated, involving Locals 605, 985 and Mississippi Power & Light Company, as the employer.

There were a total of 78 proposals on the table during the many long days of negotiations; 46 of them coming from the union and 32 from the employer.

The agreement is for one year's duration, expiring October 15, 1978. It provides a two dollar, per day increase for travel pay when workers are away from home, with the new total allowance being \$16. Clarified requirement of personnel to change transformers. Improved the retirement plan by changing the formula to provide increased benefits. The change was on the Social Security taxable portion of final average earnings.

A number of new journeyman jobs were agreed to in the power plant and line departments. The wage increase is 6.88 percent applied to the top of each classification. According to the employer, their total cost for the new package, with retirement and all fringe benefits will be 8.41 percent of the involved payroll.

The Negotiating Committees were the same as listed in the August, 1977, issue of the *Journal*. Except that Brother J. T. Morrison, retired and in the meantime Brother Robert Owens, the alternate, took his place for Local 985. The employer committee names are not available to us at this time.

However, we know that the committees on both sides did a lot of hard work. Because, anytime that negotiations are carried on for 12 days, with some night work, we are sure that a lot of sincere effort from both sides was involved.

So, we are happy to congratulate the committees on both sides for their efforts in accomplishing the end result, which is signified by the record. We take this opportunity to wish for all parties concerned a long and happy relationship.

Now, the Grand Gulf Substation, at Port Gibson, is nearing completion. The L. E. Myers Company of Chicago is the contractor and they have recently been awarded the construction of a 230 KV Substation in the western outskirts of Jackson, a job they plan to start very soon. The Mississippi Power & Light Company is the owner company of both jobs.

Work seems to be picking up quite a bit in our branch of the industry and all our people who want to be working according to reliable union sources, which of course makes us very happy.

Some sad notes have recently come our way. Brother Sylvester "Sal" Boothe lost his wife, and Brother Ellis Ashley recently passed away. Both have gone on "To that land from which no traveler returns." May the God in Heaven, bless all their friends and loved ones.

J. W. RUSSELL, P.S.

Members Receive Service Pins

L.U. 606, ORLANDO, FLA.—On January 3, 1978, many of Local 605's long standing and faithful members were the recipients of service pins.

A total of 18 members were present and received their service pins. Many members were not present, for various reasons, and their pins were mailed to them.

Brother Leon Patrick, president of the local, presented the pins to members whose service ranged from 20 years to 35 years.

The IBEW and the local union are very proud of these members.

RALPH A. ORCUTT, P.S.

President Ellis Retires From Electrical Department

L.U. 624, PANAMA CITY, FLA.—Brother James Byron "Red" Ellis, president of our local, has retired from the Electrical Department of IPC after many years of hard work. Brother Red will continue to be active as our local president and we imagine even more so around his home where, according to informed sources, there is much honey-do work awaiting.

Pin Recipients



Members of Local 606, Orlando, Fla., received service pins recently. Frank M. Harrington is shown with his 35-year pin.



Receiving 30-year pins, left to right, are Harney C. Clark, Sr., John W. Wilson, James L. Driggers, and William M. Laing.



Receiving 25-year pins, front row, left to right, are Business Manager Joseph E. Scott, Lewis K. Majors, Gilbert S. Benton; back row: Richard E. Hanley, Sr., Edward H. Poff, Samuel B. Raulerson, and Robert H. Scobie.



Receiving 20-year pins, front row, left to right, are Ralph A. Orcutt, Harold F. Torrey, Leon Owens; back row: Robert S. Hamburg, Johnnie F. Horney, and William O. Hudson.

Plans and work are proceeding on our new local building, with the Building Committee and many others donating their time and hours toward completion of this project.

Members of the Electrical Department of IPC and their wives held a Christmas party this past holiday season. The wives really did a fantastic job of preparing the food and our sincere thanks to them. Edwina Wade was in charge of the festivities and we all hope that she will volunteer again next year.

Many of our members have been busy with outside projects; Henry McKay is building a home and hopes to be moved in soon. John Hunt is sailing to the four points of the compass. Richard Bush is actively participating in a church building program and yours truly is trying to learn how to change diapers once again. Hunting season is over and gone but, according to Alec Tuten, the fishing will soon be ripe and he will be joined by many other local members including Jimmy Sapp.

DEAN A. GIVENS, P.S.

Bargaining Sessions Under Way for Local 631

L.U. 631, NEWBURGH, N.Y.—Bargaining sessions for a new agreement continue as the deadline draws near. The local offers its suggestions for a plan to help the members make some progress against runaway living costs and the contractors reply with outrageous offerings designed to return the industry to 1930 status. As in previous years, the determination will probably be made by the Council on Industrial Relations in Washington and, up to now, our union's proposals have always been upheld as being within reason by this council.

We cannot fault the contractor for seeking more impressive figures in his profit column, but he always looks outside his own organization for the solution to problems, often of his own creation. He might do well to dig out his November 1975 copy of the Electrical Contractor magazine. An interesting report appears in the coverage of the NECA convention held that year. Right in the center of page 30 is quoted the following admonition by the NECA Eastern Regional Director at one of their work sessions. "Productivity is a management responsibility too. Make sure the men have the materials and tools in the proper amounts and at the proper time." On the following page, the manager for NECA Management Services quoted figures from a NECA personnel study which showed, "The average amount of sales volume generated by an electrician in 1974 was \$54,000. The average electrician's income represents only 32 percent of that volume. Productivity isn't the problem it is thought to be and control at the management level is the real root of the difficulty." His words, not mine.

There is no denying, we have a few areas in our own house to be put in order and between the two groups there should be a solution we both could live with. By the time this is published, International Brotherhood of Electrical Workers and NECA in Newburgh will be reconciled, with or without the aid of the marriage counselor in Washington. The wife and this scribe have had some lively disagreements, but the partnership endures after some 32 years in the arena and so should our association with NECA proceed to future prosperity.

CARL E. THONN, P.S.

1978 Will Be Busy Year For Local 637

L.U. 637, ROANOKE, VA.—Looking to the future, this will be a busy year for our local. We will have an election for delegates to the convention and local union officers.

Our work picture, according to Business Manager H. A. Fisher, should be good enough to keep a majority of our members working, both inside and out.

On Job



These photos were taken on the Hercules job where 20 members of Local 637, Roanoke, Va., are still employed. Here are Curtis Rowland, Robert Howell, Mike Ferguson, and Mike LeBarre.



Guy Griffith and Lonzo Surface.



Johnny Brua.

Our credit union will elect officers in March. The credit union has been in good stable financial condition from its inception. There is money available for loans to our members and automobiles may now be financed through the credit union.

Our local union mourns the deaths of Brother Bob Livesay on October 16, Brother L. P. English on November 23, and Brother J. W. Hodge on January 3, 1978.

B. T. "PENNY" PENDLETON, P.S.

Medford Local Gets Off To Good Beginning

L.U. 659, MEDFORD, ORE.—Things have started off fairly good in this new year, in this local, as far as the work outlook is concerned. Inside wireman's work is still holding up, with the future promising more, but, as usual, it is scattered out with some in the Roseburg area and some in the Klamath Falls area. By another couple of months, it should pick up in the Medford and Grants Pass areas of Local 659.

Line work is still slow, with the environmentalists causing a good share of the problems. The 500-KV line is still being put off, but now looking at an alternate route. We hope something will break on this job by spring or early summer.

Things seem to be coming along with our new Brothers and Sisters at Cal-Pac and we still have

Roseburg Job



Members of Local 659, Medford, Ore., are employed at the Roseburg Lumber Company. This photo shows the sorter job.



The sorter building.



Here are Ralph Hanson, Local 659, Don Berkman, Local 441, and Leo the fitter at the sorter job.



Gary Woodward and Keith Hanson.

new members joining us from this group. Hope to be able to meet more of them at our unit meetings.

As of the first of the year the health and welfare benefits went up for the inside wiremen, with coverage on optical beginning in March. It also includes more coverage for hospital rooms, dental, etc.

I guess this might be an appropriate place to mention to everyone to be sure and check your insurance beneficiary as it is sometimes overlooked until it becomes a real problem.

This is all I have for this time. Remember, our newsletters can always use some help from all of you. I would appreciate any bits of news to add to the articles. Thanks.

HAROLD KLEVE, P.S.

50 Years



Business Manager Lowell Copeland, Local 681, Wichita Falls, Tex., presents a 50-year IBEW electronic wristwatch to 50-year Brother Grady W. Cantrell.

50-Year Member Honored; Work Scene Holding Up

L.U. 681, WICHITA FALLS, TEX.—From this part of the country things "look great in '78."

This scribe had the pleasure of presenting a 50-year pin and certificate to one of our "youngsters" over the Christmas Holidays, Brother Grady W. Cantrell. Brother Cantrell came to Wichita Falls, Texas, in 1925. His first job in the electrical industry was shop boy for Economy Electric Company. He joined Local 681 on January 2, 1927, served his time as a helper, and was later classified as a journeyman.

In 1932 he purchased the meager assets of Peoples Electric from Brother O. A. McDaniel and continued to carry on this business until July, 1976, at which time he sold the major interest of Peoples Electric to Brother Jim C. Jones, a member of this local for 27 years, and a faithful employee of Brother Cantrell's for the same number of years. The firm's name was changed at that time to Jones-Cantrell Electric.

Brother Cantrell has been active in many other community organizations besides the electrical industry. He is past president of Red River Valley, NECA, Rotary Club of Wichita Falls, past potentate of Maskat Temple Shrine, and served on the Board of Wichita Falls Chamber of Commerce.

Work in our area has been holding up real good this winter, considering all the cold and icy weather.

We have added to our jurisdiction a residential agreement, and commercial and industrial line-man agreement, which we hope will enable us to slow down and stop the rat shops' operations in our area. Brothers, attend the local union meetings.

LOWELL COPELAND, B.M.

Vice President



Shown is Vice President Stephen Hoppy, Jr., of Local 686, Hazleton, Pa.

On Job



Brothers Moyer and Skeba set up to pull wire on the new Holy Rosary Church.

Hazleton Local 686 Has Very Little Work

L.U. 686, HAZLETON, PA.—Winter really settled in the Hazleton area. We had a great deal of snow and very cold temperatures, along with very little work. It was a long winter.

I regret to announce the death of retired Brother John Donati, Sr. Your Brothers in Local 686 express their sincere sympathy to Brothers John Donati, Jr., David Donati, and all members of the Donati family at their loss. I know John, Sr., will be missed.

I would like to introduce our vice president, Stephen Hoppy, Jr. Brother Steve has been a member of the local since 1968. He served eight years as recording secretary for our local prior to his election as vice president in June, 1977. Brother Steve has also served on our Negotiating Committee.

If per chance you have reason to call our office, and you hear a very pleasant voice, it belongs to our new secretary, Mrs. Carrole Kite. She is a very competent young woman, and we hope to have her with us for a long time.

Local 686 has placed pickets at various job sites around the area. This was necessary due to the fact that non-union labor was being used. Remember the good old days when most people wouldn't cross a picket line? Times have really changed.

Well, that's all for this month. Remember, look for the union label when buying.

GEORGE KRISSINGER, P.S.

Dinner-Dance, Held For Retirees

L.U. 692, BAY CITY, MICH.—Our retirees were honored with a dinner and dancing at the Bay City Elks Club. Each retiree received a \$100 bond with opportunities to win one of the many

Retirees



Pictured, left to right, are the retirees honored at a dinner held by Local 692, Bay City, Mich.: Raymond Jean, 20 years; Morris "Sam" Schwartz, 34 years; Charles Williams, 31 years; Earl Young, 37 years; Walter Gasta, 27 years; Frank Buda, 24 years; and Clarence Dush, 23 years. Those not pictured are as follows: Eugene "Sam" LaDouceur (honored posthumously), Everett McCully, Leonard Bowen, Vern Turk, William Bowland, and John Hudson.

door prizes. We wish to express our congratulations and thanks for the many things they've accomplished in their years of service to Local 692.

The party included a mortgage burning celebration. Business Manager Floyd Young set fire to the mortgage. The mortgage was taken out in February, 1969 and completed in February, 1977. We wish to express thanks to all the Brothers involved, and especially to all those Brothers who served on the Building Committee.

Everyone seemed to have had a very enjoyable time at the party. Thanks go to the Party Committee for their time and effort. The committee consisted of chairman Gene LaDouceur, Clem Johnroe, Terry Franklin, Vern Geneseo, Dennis Gandy, Jerry Fortin, Bob Voisine, and yours truly. We all wish to thank Business Manager Floyd Young and office girl Kathy Gandy for their extra time and effort.

TIM R. PEIL, P.S.

At Work



Members of Local 700, Ft. Smith, Ark., at work on the Sparrs Hospital are, left to right, Delbert Brassfield, Ron Means, Jim Fraley, Troy Pratt, Gary Newman, Claude Johnson.

Several Members of Local 700 Recovering from Heart Attacks

L.U. 700, FT. SMITH, ARK.—I visited the Sparks Hospital job in Fort Smith in November and found most of the men "bearded up" for the winter. This job is moving a little slow, but will probably get moving by early spring. The contractor is C & C Electric out of Little Rock. Also visited the Holt-Krock Clinic job being done by Fagan Electric. Since our picture was taken at the Clinic, Brother Roger Whittington has had a heart attack. He is making slow but steady improvement. Best of luck, Roger, from all your friends. Heart attacks seemed to be in vogue for November. Business Manager LeRoy Strain and Assistant Business Manager Rodney

On the Job



Members working at the Holt-Krock Clinic are left to right, Chuck Szender, Tony Newman, Larry Perceful, Dennis Perceful, Roger Whittington.

Greer both had heart attacks at Thanksgiving. Both are now recovering nicely, and wish to express their appreciation to all those who called, sent flowers, and in many other ways showed concern and understanding during their illnesses.

JOHNNIE MAYS, P.S.

Wiremen Hold Christmas Party At Local 702

L.U. 702, WEST FRANKFORT, ILL.—The local union's wiremen held their annual Christmas party and dance on December 16. Wireman Jim Mondino and his band played for the party which was held at the Williamson County Shriners' Club. The wiremen's work is holding up well at present, but there are no big jobs on the drawing board and work could be scarce in the near future.

The linemen's work picture looks a little brighter, and if the weather holds we'll have some good months ahead.

Tree trimming has picked up as utilities attempt to catch up with work that they left undone during the economic squeeze of the past few years.

1977 was a good year for the local as far as organizing goes, with five new groups added. We presently have two more organizing campaigns going. It is amazing that there are still companies paying their unorganized workers the minimum wage here in 1978.

I was recently privileged to attend a seminar on the so-called "Right-to-Work" Law in St. Louis, Missouri.

Robert Kelly, secretary-treasurer of the St. Louis Labor Council, AFL-CIO, made an excellent presentation on organized labor's position on the onerous effort to undermine the gains that working people have made since enactment of the National Labor Relations Act.

Brother Kelly pointed out that the so-called "right-to-work" forces with their war chest of millions claim to be supported by working people, yet they have never divulged their sources of financing even though they have been ordered to do so by the courts.

The so-called "right-to-work" forces in Missouri are attempting to get the issue on the ballot where they hope to convince the people of Missouri that everyone should have the "right-to-work." Let's rename it for what it is, the "right to freeloader."

There is another piece of legislation now in the hopper that is very important to workers who would like to be represented in bargaining with their employer as well as those who already are. Senate Bill 1883 is designed to deal harshly with employers who flagrantly and repeatedly violate the nation's labor laws. Employers such as J. P. Stevens knowingly violate the laws by discharging workers for attempting to organize. They refuse to bargain in good faith and invoke legal delays in order to postpone representation elections. SB 1883 would increase the penalties for these violators and speed up the election process. Please contact your senators and congressmen and urge them to support this important legislation for the protection of worker representation rights.

DAVID E. MCNEELY, P.S.

Retiree



Retiree Eugenia Zamek, dancing with her husband at the retirement party given her by Local 713, Chicago, Ill., in December.

Local 713 Records Many Retirees

L.U. 713, CHICAGO, ILL.—Local 713 records many members retiring at the end of December or in January. From G.T.E. Automatic Electric fellow workers said goodbye to Margaret Fiebig, Sam Lentine, Frank Piehowiak, Willie Phillips, Eugenia Carbone, Theresa Greco, Edith Guerriero, Joseph Imberger, and Bernice Jordan. Many of these retirees had parties or were honored at luncheons given by their fellow workers. Assistant Business Managers Jerry Sauriol and William Pravada attended many of these functions as well as chief shop steward, Clarence Harris. Congratulations and good wishes to all.

At Zenith Automatic Controls, Inc., Sister Lillian Layo retired. Sister Lillian had been a member of Local 713 since 1969.

Josephine McGee, employed at Zenith Controls has completed 25 years of service with that Company and will receive a wristwatch. In January her fellow union members at Zenith honored her and extended congratulations for these years of service.

Retiree Tony Arini has received a monetary award from the Chicago Transit Authority for a money-saving suggestion he made before he retired. His fellow Brothers at the Chicago Transit Authority are proud of Tony and we add our congratulations to theirs.

Contracts still not settled are the Chicago Transit Authority and the Bally Manufacturing Corporation. The R & A Distributing Corp. contract was settled in January.

Steward elections were held in January. Congratulations new and reelected stewards.

LAURA NARODICK, P.S.

Party



Local 702, West Frankfort, Ill., wiremen's Christmas party.



Wireman Jim Moadino and his band performed at the party.

Seminar



Brothers Chas Groves, Carl Taylor, Gil Smothers, and John Mondino at the party.



Robert Kelly, secretary-treasurer of the St. Louis Labor Council, addresses members of the Industrial Relations Research Association on "right-to-work" at a seminar.

Scribe Submits Year-End Report

L.U. 715, MILWAUKEE, WIS.—In January, 1977, Local 715 was declared the winner in a representation election at WMVS/WMTV to represent three classes of crewmen, broadcast technicians, two classes of engineers, cinematographers, and a set designer. After 34 meetings with the employer, Milwaukee Area Technical College, a first agreement was negotiated through peaceful methods of collective bargaining and ratified by the unit on November 28. The three classes of crewmen were reduced to two levels now known as production technicians, the two classes of engineer replaced with one level known

as engineer, broadcast technician, cinematographer and set designer levels remain as before. A new position was also created known as remote crew chief.

The first agreement is for three years and provides for annual wage increases of 4½ percent, 5 percent and 5½ percent with an additional ½ percent in the final six months of the agreement. In addition, there are upward adjustments approximating 5 percent in pay ranges for various levels. Notably, this first agreement also has grievance machinery, the eight hour workday, paid overtime after eight hours and after 40 hours, dues checkoff and a fair share arrangement (all persons in the bargaining unit, whether members of the local union or not, must pay their fair share cost of union representation). Approximately 30 full-time members are employed at WMVS/WMVT. This agreement will expire June 30, 1980.

Back in Milwaukee, a third representation election in May was decided in favor of union representation for employees of the program and production departments of WVTU. This new unit is composed of directors, floor directors, production assistant, artists, announcer, film editors, and public service copywriter. Negotiations are under way for the first agreement.

The Business Practices Committee was reorganized during the fall of 1977, with Marty Johnson of WISN-TV being elected as chairman. Other committee members include Tom Leidolf (WVTU), Robert Aungst (WTMJ), Marv Regener (WTMJ), Dave Michalak (WITI), Ralph Green (WISN-TV), and Dale Lardie (WTMJ). Since reorganized, the Business Practices Committee has been working diligently on a number of issues that it has been asked to make recommendations for.

June, 1977 was the 40th anniversary of our local union. Radio Operator's Local 715 received its charter from the IBEW on June 4, 1937. James A. Wilkerson, who died in 1974 and served as full-time president and business manager of this local for over 20 years, was one of the 11 charter members back in 1937.

It is altogether fitting that recognition and thanks be accorded to those who served as union stewards, both past and present, during the past year. Their efforts in keeping the lines of communication open, handling grievances and participating in contract negotiations are very important responsibilities. They are WAOW-TV, Ron Stange, Chan Campbell; WEMP/WNUW, Al Hajny; WIBA/WIBA-FM, Barry Bauman, Mark Timpany, Steve Farnsworth; WISN/WISN-FM/WISN-TV, Guy Epperly, Dave Pierce; WITI-TV, Alan Scheel, Gary Larson, Jim Kellogg; WKOW-TV, Terence Ladwig; WLIP/WLIP-FM, Cas Lubinski; WMVS/WMVT, Ed Brandt, Ken Kobylarz, Marc Pingry, Paul Sheldon; WTMJ/WKTI/WTMJ-TV, Mike McLaughlin, Lee Zwickey; WTSO/WZEE, John Eith; and WVTU, Dennis Brechlin, Laura Schleif, Duane Orzechowski, Bill Natale, and Joe Sarff.

Former member of the Executive Board and active union steward at WIBA, Steve Farnsworth, departed this life at the age of 28 in May. Steve had open-heart surgery in the fall of 1976 and is survived by his wife and infant daughter.

A year of some accomplishments and, likewise, some frustrations, is now behind us. As we begin 1978, we know the future is uncertain. We also know that *collective bargaining is an effective tool* to protect our varied interests and to relieve some of that uncertainty. The officers and members of the Executive Board extend their best wishes for 1978 to all of our members. They are E. Walter Clare, president and business manager; Carl Burgess, vice president and chairman of the Executive Board; Dan Lagerman, recording secretary and member of the Executive Board; George Pantelis, financial secretary; Ralph Green, treasurer; Robert Aungst, Fay Campion, Guy Epperly, John Oberhofer, Jack Weber, members of the Executive Board.

E. WALTER CLARE, P.S.

Christmas Party



President A. A. Cook, Local 716, Houston, Tex., operates a movie projector at the children's Christmas party.



Brother Al Holoman and Santa.



Ladies Auxiliary and helpers at the children's Christmas party.



Brothers Bill Butler and Jimmy McKnight washing dishes for the Christmas dance.

Children's Christmas Party Held by Local 716

L.U. 716, HOUSTON, TEX.—Although the annual children's Christmas party was held at our old hall, the Christmas and New Year's dances were held at our new facility. We had a large attendance and everyone seemed to enjoy themselves and the new hall.

At our children's Christmas party I was very proud of the members of Local 716. This year, prior to the Christmas party and at our regular local union meeting, the members in attendance expressed a desire to share our party with children less fortunate than our own. The Entertainment Committee was instructed to find a group of economically disadvantaged children from an orphanage or elsewhere, and invite them to our party. This practice is to be continued each year hereafter.

The Entertainment Committee consisted of Brothers A. A. Cook, Kenny Hengst, Jim McKnight, and Ray Williams, who, by the way, did a fine job. Brother Hengst was chairman of this committee and really worked hard to do a fine job for us. This was his first experience as entertainment chairman and I think he found out there's a lot more work to it than meets the eye.

Anyway they (the Entertainment Committee) contacted the United Fund representative for our area, who in turn found us a group of children from the local Headstart Program. Between 40 and 50 of these children were brought to the party to see old St. Nick (played again by Brother Malcolm Gibson who made a *journeyman* Santa Claus). They also enjoyed and participated in the entire festivities, which included singing, a children's program, films, and the distribution of gifts for everyone by Santa Claus. Our thanks to the Entertainment Committee and the Ladies Auxiliary for a job well done.

Work in our area is slow at the time of this writing, and although we've had a steady flow of calls for wiremen, we have quite a few on the book. However, by the time you read this, we should have good employment and the book should have cleared, as we have considerable work coming in our area this year.

Contract negotiations for many of the crafts in our area will be coming up soon, as many contracts will terminate this summer. Hopefully, we won't experience any major strikes by these crafts. Although our own contract will not terminate until May, 1979, we will begin negotiations in June of this year. As it now stands, we still have an additional \$1.20 in wage increases coming to us under our present contract. Sixty cents will be due May 31, 1978, and another 60 cents November 29, 1978. This will bring our total "on the check" wage rate to \$12.25 per hour. The total combined wage and benefit package would then be \$14.09 per hour.

Regretfully we lost the following Brothers in 1977 and mourn their passing: James E. Utley, Kenneth E. Atwell, W. E. Griffin, Wayne E. Bridges, Lester R. Snipes, H. R. Snyder, Clyde Lohr, Sr., Jerry W. Bryant, H. H. Stiers, S. C. Gilmore, H. E. Bridges, R. E. Martinere, J. J. Fowler, Don Garman, H. E. Owens, Jerald W. Campbell, R. M. Schermer, I. E. Warren, F. H. Kent, James W. McElyea, K. O. Hawthorn, R. E. Patterson, E. M. Barrett, J. C. Sherrill, H. J. Lauter, Paul Hooper, W. G. Sandlin, F. E. Maddox, Charles D. Nobles, A. P. Jacobsen, C. E. Brinson, H. D. Teas, Cecil Lowery, W. W. Stone, Edward M. Hamilton, R. W. Kendrick, Sr., R. L. Davis, Walter L. Chapman, Charles F. Zinnante, A. Richardson, Laffe Flagg.

Additionally, we lost the following Brothers from the work force due to their retirement: Louis Spough, Clarence E. Wilson, Willie A. Reichert, Walter H. Parker, C. E. Wilson, Edward W. Collins, Eddie V. McGuffey, Randall L. Harris, Edal M. Dunson, John T. Slaughter, David S. Payne, Charles F. Zinnante, Robert J. Page, Earl G. Reeves, Clyde E. Lohr, Jr., Henry W. Glaw, Joseph E. Forrest, Sam Palermo, Woodrow C. Smith, Frank S. Kelley, Wesley F. Crocker, Raymond F. Coalson, Robert L. Dobbins.

Although we'll miss them on the job, we'll be seeing our retired Brothers periodically and we wish each and every one a long and enjoyable retirement.

R. L. RASPBERRY, B.M.-P.S.

Christmas Party



Left to right are Charles Gallivan, John Berry, Jake Greenburg, and Henny Izkow, and others enjoying the food at the Local 724, Albany, N.Y. Christmas party.



Left to right are Robert Lemerise and John Graziano, caterer.



Left to right are Mike Haggerty, Pat Murdock, and Charles Gallivan.

Christmas Party Held By Albany Local

L.U. 724, ALBANY, N.Y.—Local 724 held its 1977 Christmas party at the union hall, with about 100 members present. We were happy that some of our retired members were able to come. Before the party we held our regular meeting. The members received the monthly report from Business Manager Roy VanAmburgh. He said the work in our area did not look good, and that we still have several members on the bench. We also received an interesting report on our new medical plan from Mr. Jack Porter. The meeting was then adjourned so we could get on with the party.

The bar was opened by Mike Haggerty and Pat Murdock. The party was catered by Brother John Graziano, who has just opened the Graziano Italian Imports, 1316 Central Ave., Albany, New York. We of Local 724 had the pleasure of enjoying such delicacies as relishes, Greek and Sicilian olives, pepperoncini; cheese dishes, loaded with sharp provolone, Swiss American, and mild provolone cheese. Then there were trays of meat on three banquet tables, turkey breast, corned beef, roast beef, Genoa salami, Capicollo-lean-fatty, and bologna. There were trays of assorted Italian pastry.

Well, after all that food, I for one didn't feel like eating for two days. Some of our members even made sandwiches for the next day of work. Still there was plenty of leftovers. Thanks, Johnny,

for a swell job well done. We of Local 724 hope that all the other locals had as good a time as we did.

CARL J. BARNEY, P.S.

County Journeyman Licensing Law Passed in Florida

L.U. 728, FORT LAUDERDALE, FLA.—This month's news looks like what might be called the "bright side." After so many months of doom and gloom, it's nice to have something good to report.

After over one and one-half years of hard work, Local 728 is able to claim credit for the recent passage of the County Journeyman's Licensing Law. This law should help ease our non-union problem some. What the law does is force most workmen to hold a Broward County Central Journeyman's Card. These are available only after an examination is taken. Any qualified wireman shouldn't have any trouble, although someone who was pumping gas three months ago might find this test a little tough. The law also prohibits anyone with a Broward County Central Masters License from pulling permits for more than one shop.

This should hurt both the few union contractors who try to operate double-breasted shops, and the independent master who will pull a permit for anyone with enough money. Also the unqualified rats who depend on these unscrupulous characters to stay in business.

We are also happy to report that Business Manager Jim Weldon and his staff are able to claim credit for straightening out the problems created recently when Electric Machinery Co. attempted to go scab on a statewide basis. As of this writing, Electrical Machinery Co. has signed agreements with all the locals in whose jurisdiction they do business, and all the union Brothers who lost their jobs, are back to work.

I'm happy to report also, that in spite of the woeful financial condition of the South Florida area for the past three and one-half years, things are improving significantly. The basic economy of the area is starting to improve, with the condominium glut just about absorbed. This should help our work picture quite a bit.

Speaking of work, the Regional Mall is putting on some people, and some of our contractors are picking up work around the area. Despite the problems we have had with unemployment during the past few years, and that our contractors have had with the non-union shops cutting their throats, we are still in pretty good shape. We have lost very few of our contractors to the non-union. The ones we have lost have been smaller shops. All of our large contractors are still signatory to our agreement. There were rumors circulating to the contrary among the Brothers working out of town, so hopefully, this will straighten them out.

It is with sadness that we report the deaths of two of our members. Brother Theodore Awbrey, who passed away recently of natural causes, and Brother David Jones, who was the victim of an auto crash in Utah. Both of these Brothers were members of our line unit.

Assistant Business Manager John Somers has promised faithfully that he would send me some pictures for next month's *Journal*. If there aren't any, talk to Big John, not me.

Please excuse last month's absence from the *Journal*, but both Su and I have had the Russian Flu or whatever the hell it is that's been going around up here. We have been unable to shake it. I'll try to keep making the future issues, though.

A few months ago, there was some talk going around about a district-wide health and welfare plan. After being on the road for the past two and one-half years, and working out of seven different locals, never being covered by any of their plans, I can certainly appreciate the idea behind this. I personally feel, that for the amount of money that we pay, both in dues and our contractors pay into our health and welfare plan, that the I.O. should provide us with a nation-

wide plan. There is no reason for any Brother and his family not to be covered by a health and welfare plan, when he is employed most of the year. Let's face it, traveling is part of this job, so it would seem to me that both our I.O. and the National NECA organization could work this out. Just as they have worked out the EWBA, NEBF project agreements, reductions in overtime pay, and other benefits for us. If you feel the same way, perhaps a letter to President Pillard may help.

LARY COPPOLA, P.S.

Fish Fry



Brother Benny Cooper, chairman of the Local 735, Burlington, Ia., fish fry, frying catfish and carp.



Some of the old-timers at the fish fry.



Thirty-year pins were presented to these Local 735 members.

Fish Fry and Old-Timers Night Enjoyed by Members

L.U. 735, BURLINGTON, IA.—Late fall was the setting for the fish fry and old-timers night at the union hall. Several members attended this gathering to enjoy the well-prepared fish and chat with each other. We would like to thank Brother Benny Cooper and his crew on a job well done. At the fish fry, some of the members received their 30-year pins. The next two following regular meetings, the remainder of the 10-, 20-, and 30-year pins were presented.

Our list of recent retired members includes Harold "Doc" North, Roy Gabriel, Ellwood R. Anderson, and Lloyd Heincy.

Max Bowland is out of the hospital recovering from a long illness.

Gary L. Swedenburg and Bob Magel are back at work after their brief time off.

Henry Perry has been off work since last fall. He would enjoy hearing from some of you. His address is R.R. 1 Box 55, Gladstone, Illinois 61437.

I hope by the time you read this, spring will be settling in. See you at the next regular meeting on the third Wednesday of the month.

DONALD W. CALDWELL, P.S.

756 On Job



Working for Olson Electric Company on their new contract at the Kennedy Space Center, front row, left to right, are Jim "Zero" Hays, John Scott, foreman; Steve Sullens, and Jim Brown, back row: Jim Wynn, Terrel Smith, Ernie Pastor, Jim "Buddy" Hayes, Lou Poley, project manager; and Bill Spencer, government inspector. Not pictured is Roger Peterson, Local 756, Daytona Beach, Fla.



Steve Sullens using a crimp tool for terminating a crimped pin type of plug connector.

Members on Off-Site Work For Space Center

L.U. 756, DAYTONA BEACH, FLA.—Olson Electric recently got a contract to fabricate wire harnesses and electric cable assemblies for use at the Kennedy Space Center in support of the Space Shuttle. The contract is being worked at Olson's facilities here in Daytona Beach, and consists of terminating wires (solder and crimp) into connectors; potting and molding these connectors; building wire harnesses to be installed in distributor cabinets; and fabricating distributor cabinets.

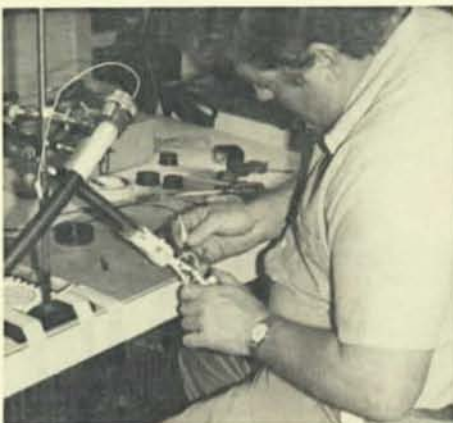
Our members, with the help of many traveling Brothers, did this work on-site for years. This is our first opportunity to do this work off-site and supply union-made government furnished equipment to the Space Center.

The men doing this work must be certified. Many of our members received certification years ago, when along with our JATC, NASA-approved courses were set up at the Daytona Beach Community College. There are plans to

Connections



Jim "Zero" Hays showing a plug connector that he has just removed from potting mold. Jim had to complete a NASA approved course to learn this skill and to certify.



Terrel Smith is shown inserting a pin with an insertion tool into a crimped pin type plug connector.

start new courses for new certifications, and recertify our members in current methods and changes in government specifications.

Credit for getting the contract for Olson's should be given to E. A. "Ernie" Pastor, who is an officer of Olson Electric under Wes Olson, the owner. Ernie is also a past president of Local 756 and maintains his union interests by the diversification of Olson's contract bidding, which he has taken a great part in. This has and will get us work, and that is the name of the game.

Olson's is probably the oldest union electrical contractor in the state, with 55 years in business. Along with this new venture they have entered into other phases of electrical work. A few years ago Olson's initiated a utility, or underground division, which added to their existing residential, commercial, and industrial divisions. The utility division did all of the underground service work for ITT's Palm Coast Development and the now defunct Marco Polo Park.

With the success that our members have given to Olson's in the past, this new contract looks like it could be the start of something big for all of us. It is our hope, anyway.

As for other work in the area, a few contracts at the Cape have finished up and have laid off men. This has added to our out-of-work list which never seems to get down impressively.

It is with regret that I report the recent death of Max Griswold. Max was a longtime member of this local and had been retired for several years now. Our sympathy is for his family and loved ones.

LOUIS HEDGECK, P.S.

Mourned



International Vice President Ray Duke presented Brother Jim Wood with his 30-year pin in this photo. Brother Wood died two weeks later and is mourned by the local. Others in the picture are Local 769, Phoenix, Ariz., Business Manager Nicksic, Assistant Business Manager Hardison, and Brother Jim Colman.

Brother Jim Wood Is Mourned by Local

L.U. 769, PHOENIX, ARIZ.—On January 5, 1978, International Vice President Ray Duke presented Brother Jim Wood of Local 769 with a pin honoring Brother Jim's 30 years with the IBEW.

Assisting Brother Duke were Brother Joe Carrillo, International Representative, Brother Ed Nicksic, Business Manager of Local 769; Brother Charlie Hardison, Assistant Business Manager, Local 769 and Brother Jim Colman, another longtime member of the IBEW.

We are saddened to report that two weeks after this great honor was bestowed on Brother Jim Wood by Brother Duke and his associates, Brother Wood passed away. Brother Wood was born January 9, 1927, in Burnet County, Texas. Brother Jim's dad was a professional groundman and Brother Jim was initiated into the IBEW on September 17, 1948, in Local 520, Austin, Texas. Brother Jim served his apprenticeship under the direction of Brother Marcus Loftus who was business agent of Local 520 at the time and is now assistant to President Pillard in Washington. Brother Wood joined Local 769 in June, 1970.

It is always sad for us to lose a Brother, but if Samuel Gompers was right when he said, "... work and body and soul are inseparable phases of the same life," then Brother Jim Wood will always be with us in our hearts and on the job.

Here in Arizona the job situation is very slow and there are a lot of hands on the books. Our Jelco "big" job is winding down and the future isn't looking very bright.

ED O'BRIEN, P.S.

Local 776 Holds Annual Christmas Party

L.U. 776, CHARLESTON, S.C.—On December 23, 1977, Local 776 held its annual Christmas party at the Oaks Country Club. There was a large turnout and a good time was had by all. Service pins were presented at the party.

We would like to thank Local 508, Savannah, Georgia, and Local 1579, Augusta, Georgia, for hiring our Brothers while times are hard out of our local.

1978 has not started out very good. We lost two of our Brothers, Brother Johnny Zander and Brother Tommy Karapiparis both passed away in January. We extend our sympathy to the families of these men. They will truly be missed.

We are working under a handicap in South Carolina with the "Right-to-Work" Law. We would certainly like to see the Labor Reform bill passed in Congress, as it would help organized labor, as well as the economy.

A. L. MITCHUM, B.M.

Christmas Party



Children of members of Local 804, Kitchener, Ont., are shown enjoying themselves at the local's Christmas party.

Scribe Submits News Of Local 804

L.U. 804, KITCHENER, ONT.—Hello again from Local 804. Now that the snow is flying, skiers skiing, and ski-doers doing, let's reminisce a little.

While summer passed quickly, Local 804 extended it by having a picnic for their membership. Unfortunately, due to rain, our organizers, Brothers Dick Kingsley and Rich Baechler, had to use their alternative of an indoor hall to grass and ants. We had races and games for the kids as well as hot dogs, hamburgers, and corn on the cob. Yes, the adults ate too. The children's grand door prize of a 10-speed bicycle was won by Brother Bill Gillick's son. The adults' door prizes of a man's and woman's IBEW watches were won by Brother Mike Merrick and Mrs. Carl Brickman.

Welcome



President Al Smyth welcomes everyone to the festivities.

In October, the Provincial Building and Construction Trades of Ontario held their annual convention at the Skyline Hotel in Toronto. Guest speaker was Mrs. Bette Stephenson, Minister of Labour, who spoke mainly on the passing of Bill 22 into law. Bill 22 deals with bringing about collective bargaining within the construction industry in the Province. For information on all conventions and meetings, we urge our members to attend the meetings for first-hand information.

December brought about the culmination of weeks of advance preparations for our annual children's Christmas party and dance. The afternoon brought Santa and his elves to give gifts to all the children.

In the evening it was party time for the members, electrical contractors, and guests of the local. Thanks again to all the people who helped to make this party a success.

Now that the festive season is over, we at Local 804 are looking forward to a good year.

ROBERT BRICKER, P.S.

Softball Team



Members of the Women's Softball Team of Local 806, Ellenville, N.Y., front row, left to right, are Georgia Hatt, Peggy Osterhout, Carlene Fritz, Lee Botsford, Jan Lewis, and Lori Belling; back row: Dawn Fuller, Sue Altbach, Tami Shaver, Claudia Woods, Debbie Minoff, Ann Osterhout, and Brother Lloyd Botsford. In front is Gregory Botsford, mascot. Absent from photo are Kim Culligan and Brother John Minckler.

Scribe Questions Progress

L.U. 806, ELLENVILLE, N.Y.—At Fairbanks, Alaska, Brother Douglas Grant and his wife, Cathy, will have to distinguish the difference in time to feed their new son, Mattatt, born December 28, 1977.

The Local 806 women's softball team, coached by Brothers Lloyd Botsford and John Minckler and assisted by Mascot Gregory, completed the 1977 season with a 12-8 record to place third in the league. The 1977 neophytes had individual recognition too: Kim Culligan and Tami Shaver were elected to the All-Star team of the league. Further honors were bestowed upon Tami, MVP-offense; Carlene Fritz, MVP-improved; Georgia Hart, MVP-defense. The trophy is on display at the local union office.

Why trouble when trouble does not trouble

you? How many more troubles has Brother Steve Filak had since becoming a poet? His "Tradesman's Lament" will appear on the Short Circuits page of the *Journal* in the future. Look for it.

Progress! Remember the good old days, when all you had to do was build a better mousetrap? The world, they told us, would beat a path to our door. Times have changed. Has your mousetrap load indicating device been certified by the Occupational Safety and Health Administration? Does it carry a prominent label warning mice this trap may be injurious to your health? Does it function satisfactorily when baited with non-imported cheese? Does it discriminate against blue-collar field mice? Has your area been zoned for mousetrap manufacturing? And how about that path that's going to be beaten to your door. Will it disturb the socio-economic or ecological patterns of the neighborhood? Will it create psychological and interface barriers within the community, and have public hearings been held to consider alternate locations and transportation modes?

Did You Know: Levi Strauss Company is importing blue jeans from Hungary; less than 1,000 American cars were sold in Japan, and 60 thousand Japanese autos were sold in the U.S. in December, 1977. There are four domestic American CB manufacturers: E. F. Johnson Company, Hy-Gain, Motorola Inc., and Pace-Pathcom. Fewer than 500,000 of their combined product were sold in the U.S., and almost nine million from Hong Kong, Japan, and Taiwan were sold in the U.S. in 1977; Zenith Radio Corp. is closing the Watsontown, Pennsylvania, and Sioux City, Iowa, plants; six thousand more Americans will be jobless. Things cost more now than they did 10 years ago; the average worker earns almost twice as much as he did 10 years ago; the hourly wage buys more than it did 10 years ago; there is no hourly savings, as was 10 years ago; it is absorbed by higher taxes and higher interest fees. There is a token tariff now paid for imports of foreign-manufactured products. Who is pricing who out of the world markets? The true administration of justice is the firmest pillar of good government. The true administration of justice is a tariff on par with domestic products. The firmest pillar of good government is a healthy economic nation of families.

The year 1978 is a time to clean house in Albany and Washington. Before the U.S. Supreme Court for a ruling: Has a local union the privilege to distribute union literature to union members during non-working hours in a plant?

On the sick list are Harold Allison, Lee Bernhardt, Charles Grant, Joseph Lageaux, Joseph Levine, Delho Makala, and Thomas O'Reilly, Sr.

The officers and members offer their sympathy and condolences to the family of contractor and Brother Norman Liepkins of Broadway Maintenance. May his soul rest in everlasting peace. Amen.

LOU DUBINER, P.S.

Local 817 Elects New Officers

L.U. 817, NEW YORK, N.Y.—It has been a long time since 817 has had a letter in the *Journal*. I hope this will be the first of many to follow. I would appreciate it if all the Brothers of 817 submitted to me any news items they think would be of interest to our members.

First off, I would like to congratulate the recently elected officers and Board members: Joe Kelly, president; Richard Lombardi, vice president; Thomas Dwyer, financial secretary; Fred Ellenberger, recording secretary; Thomas Armstrong, Executive Board chairman; and Peter Crilly, registrar.

Recently at Sunnyside Yard, Brother Henry

Alferi suffered a heart attack. If it had not been for the quick action of Brothers Ralph Luisi (shop steward) and Henry Merkle, Brother Alferi would have died. Congratulations to our Brothers who cared to get involved.

Finally, I would like to again say to all our Brothers that if you would like to see our local in the *Journal* each month, please submit to me your information.

PETER CRILLY, P.S.

In Class



Vice President Bob Johnson, chairman of the Local 827 Education Committee, left, listens as General Counsel A. Weiner talks on arbitration procedures in Newark, N.J.



Henry Andreas, instructor for Rutgers Labor Program, speaks on the delegate's role in the successful union.



Robert Steffen, extension specialist of Rutgers Labor Education Center, welcomes the students to the campus.



A group of delegate students listen intently to subjects under discussion.

Education Program Completed By Local 827

L.U. 827, NEWARK, N.J.—Some 300 delegates of the local union attended two-day classes at

Rutgers University Institute of Labor Management Relations, during the month of January.

The program was worked out by Vice President R. F. Johnson, with each of the six divisions being held on different two-day schedules. The delegates who attended were housed at a nearby Holiday Inn and bus service was provided by the local Labor Education Center.

The sessions covered the importance of the delegate to the local, and the various facets of a job and how it might best be performed in order to achieve maximum impact for the membership and for the local.

The mechanics of grievance handling were thoroughly explored and emphasis was placed on the definitions and interpretations of the grievance case, as well as the expeditious handling of each case, from its inception through the various steps, all the way to arbitration, if that is where the case must go.

The aspects of fact-finding during investigation of grievances were covered, including gathering the facts, checking their authenticity, and assembling them prior to starting the formal case.

Several film strips were used in order to visually accentuate the need for care in these matters, in order to obtain maximum results.

A special section on processing of arbitration cases was also a part of the program, and various cases were examined and explained, in order to acquaint the students with the legal aspects of the arbitration procedure.

The outstanding success of this educational effort was in large part due to the careful planning of Vice President R. F. Johnson who, as chairman of the Education Committee, planned the program which will be on a continuing basis, as required. Among the guest lecturers and classroom instructors were Henry Andreas, a long-time labor leader and now faculty instructor at Rutgers, and Abraham Weiner, our general counsel, who, together with Vice President Johnson and President Perry, made the program one which was considered by all who participated as one whose value will be felt for years to come.

PETER J. CASEY, P.S.

Local Has Good Example Of Situs Picketing

L.U. 835, JACKSON, TENN.—By the time this article appears in the *Journal* our weather should be warming and hopefully work will be breaking in our jurisdiction. Old Hickory Mall in Jackson is scheduled to be completely enclosed. At this time no contract has been awarded. Kiser's Department Store in the mall is closing and will build a new and larger store adjacent to the old store. All crafts except the electrical are union. Fesmire is working on getting the work for our men. In the past Kiser's has used union electricians, but it just goes to show you how everything changes—especially when it is taken for granted!

TVA has announced plans to build a 500KV switchyard off Oakfield Road north of Jackson. Work on this should be starting before too long. St. Mary's Church has announced plans for a new church, gym, school, and retirement home to be built on the Highway 45 bypass. The Milan Arsenal is currently working a few men with rumors of a lot more work upcoming.

Here is an example of how political power, votes, and the law works against you. At the Kiser's store we can put up a picket but only at one gate, the union gate. The scabs go in another gate without even seeing the pickets. We can't get the other union crafts to stay out because if they did it would be a "secondary boycott," which is illegal. The common-situs picketing bill which was defeated last year in the U.S. House of Representatives would have given construction workers the same rights as other union members in the industrial trades. They can now picket their plant and other union crafts can legally honor their picket. How many members wrote to their elected representatives and urged them to vote for situs picketing? Apparently only a handful took the five minutes or so to express

their feelings in writing and put a stamp on it. Only one representative from the whole state of Tennessee voted to give construction workers the same rights as other workers. Votes can elect someone who will help remedy some of these failings in the law and at the same time get rid of those who are insensitive to the needs of the workers. You must be registered to vote, you must vote, you must keep up to date on what is happening and yes, you must come to the local union meetings. You ask why come to the meetings? Those who hold office and those who seek office recognize the potential a union has to help or hinder a campaign. When an office seeker comes to a meeting and sees only a handful of people he thinks he has nothing to lose by voting against us. So often our very jobs depend on a vote.

Senate bill S-1883 is currently up for action. This bill will strengthen the present National Labor Relations Law. It is, in my opinion, a good bill and deserves passage. Write Senator Sasser and even Baker and ask them to vote for S-1883. Do it now!

Brother C. J. Brown, Sr., died in July from injuries received on the job in Cairo, Illinois. Brother Brown's two sons, Walter and Charlie, Jr., are journeyman wiremen in this local. Brother Claude Gaddis, an electrical inspector in High Point, North Carolina, died in January. Our condolences go to Brother Brown's and Brother Gaddis's families.

Many of our members are retiring after putting in many years at the trade. Brother H. O. "Pat" Patterson retired in July, Brother J. B. Bremer in August, A. D. Rail in September, L. W. "Dub" Hailey in October, W. D. Newman in December, and Willie Freeman in January.

Brother James Sudduth will retire in March and Brother Raymond Harris will retire in April. To all these Brothers we wish a long and healthy retirement.

DAVID K. JOHNSON, P.S.

The Union Force Is No Menace to Society

L.U. 861, LAKE CHARLES, LA.—This month I will quote from a letter which appeared in the Lake Charles American Press entitled "Union Workers No Menace," written by Brother T. H. Carnahan (retired).

"The per capita income is the average wage of working people of an area, state or nation.

The Chamber of Commerce and sometime the press on occasion bring out these income figures in order to compare our area with other areas of the state or nation.

Some of the advantages are better schools, housing, hospitals, medical care, churches, etc., in general a higher quality of life.

Who are the leaders responsible for an area having a reasonably high per capita income? It is certainly not the business segment of our community because most have generally opposed any raise that has been acquired by working people.

The leaders in this quest are the AFL-CIO unions who have strived for a higher standard of living.

Modern business or labor are nowhere near perfect. William Rusher, national editorial writer, summed it up rather well on the editorial page of the Lake Charles American Press, Monday, January 2, 1978, under "Union Men No Demons." In case you missed it, quote:

"Both business and labor can and sometimes do abuse their power, and accordingly need careful watching by a vigilant public.

"But it is absurd for conservatives to consider union workers a menace per se. On the contrary, they are among the most conservative forces in our society: Pro-free enterprise, stoutly patriotic and anti-Communist, contemptuous of welfare grifters, proud to be among America's 'producers' rather than part of the growing and parasitic horde of 'non-producers.'

"If the organized conservative movement ever gets its act together and takes over the govern-

ment of this country, it will be because and only because, it has begun recognizing the American Union man not as an enemy, but as an ally and a friend."

Three new Brothers were obligated this month. They are Robert A. Guinn, apprentice, James D. Leger, apprentice, and Douglas R. Sonnier, operations and maintenance electrician. We welcome these Brothers to our ranks.

Brother Robert Poland has applied for his retirement pension. We wish him a long and healthy retirement.

Brother Lawrence Hidalgo was badly burned in the job when a fish tape got into 480 volts. We wish Lawrence a speedy recovery.

Brother Jimmy Murrell lost his father and Brother Paul Savoie lost his wife.

Brother H. J. "Blackie" Fontenot and Brother Clarence Harrington passed away. We wish to express our condolences to these Brothers' families.

MARTIN TROY, P.S.

Naval Shipyard Gets New Propeller Facility

L.U. 902, PHILADELPHIA, PA.—The new schedule of wages for employees of the Philadelphia Naval Shipyard became effective on December 18, 1977, giving all employees an average of 7.75 percent increase, in addition to all of the fringe benefits.

Thirty-six Philadelphia Naval Shipyard employees ended the year 1977 with Beneficial Suggestion Awards for ideas for saving money, time, and energy, or for new, improved methods of doing a job. Among them were the following members of Local 902: Brothers John E. Lange, \$60; James E. Holloway, \$35; Vincent E. Diodato \$35. Congratulations men; keep up the good work; suggestions pay off!

The Philadelphia Naval Shipyard will be getting a new propeller facility, which will be built adjacent to the foundry. The facility will enhance PNSY's role as the Navy's propeller manufacturing, repair, and retrofitting facility. With the new facility, most operations in the manufacturing of ship propellers will be close to where they start—the foundry. Propeller work is presently performed in outmoded facilities with poor workflow patterns requiring extensive handling procedures. The current chipping, burning, and grinding area violates OSHA regulations for noise and dust particulate content levels.

The machining facilities are located in one building, some 500 feet from the casting facilities (foundry). Additionally, no crane capability exists in the machining facility to turn over large propellers, requiring them to be removed from the building to a large pier crane for the turning process. The new facility to be built north of and adjoining the foundry will have enclosed functional production areas for chipping, grinding, burning, etc., operations that conform to OSHA standards. Cranes, utilities, heating, ventilation, special equipment foundations, office/toilet/washroom areas and floor plates are included. In addition the proposed method will reduce production in operation from 50 to 36 procedures, and a difference of approximately one mile in travel distance during the manufacturing process will save additional valuable time. The new complex is expected to be completed in July, 1979. New 100-ton and 50-ton overhead traveling cranes will be installed inside the new facility.

Cafeteria patrons of the Philadelphia Naval Shipyard, returning after the Christmas holiday curtailment, were in for a pleasant surprise. The ceiling in the cafeteria, which had been deteriorating for many months, was replaced with a shiny new renovation. Now the atmosphere will be more conducive to the flow of digestive juices as employees enjoy a brighter environment.

January 17, 1978, marked the birthdays of Benjamin Franklin and Dr. Mark Shapiro, son of Business Manager Alvin H. Shapiro, and also the 102nd anniversary of the Philadelphia Naval Shipyard (Navy Yard) at League Island.

In a future issue, in celebration of the 102nd anniversary of the Philadelphia Naval Shipyard,

I shall expound on the history of our shipyard and the many trials and tribulations endured over the years. Space does not permit telling its story now.

One of the tasks I do not relish is when I have to announce the passing of one of our Brothers. Brother Aloysius "Al" A. Maguire, who was initiated into the IBEW on January 16, 1946, and was a former vice president in Local 902, passed away at 5:00 a.m. on Monday, January 16, 1978, exactly 32 years to the day after his initiation into our local. Death was due to a massive heart attack from which he never rallied, lapsing into a coma. Brother Maguire was a bachelor and had no immediate family, except for a nephew, his only next of kin.

ALVIN H. SHAPIRO, B.M.

Cheer



Members of Local 912, Cleveland, Ohio, enjoying themselves at the local Christmas party.

Dinner Held for Officers; Christmas Party Successful

L.U. 912, CLEVELAND, OHIO—A dinner party was held on December 10, 1977, at Cleveland's renowned Swingo's Keg and Quarter Restaurant. Our officers, Executive Board members, and their wives were royally served by Swingo's staff, and everyone enjoyed their excellent dinners and drinks. It was a good atmosphere for getting to know each other better.

Our Christmas party this year was also a great success. The turnout surpassed that of last year's party. Everyone who came really enjoyed themselves. The grand prize winner of the night was Larry Knittle who won a 25 pound turkey. Special thanks go to Brother Donald Keschl, who arranged for the catering of the food, and Brother Al Biacofsky, who arranged for the holiday cheer.

Our local mourns the recent death of Brother John Wagner. We send his family our deepest condolences on the loss of this fine man.

For those of you who wish to start a bowling league, please contact Brother Terry Foreman or myself.

A reminder to those members who plan on retiring this year, please contact Brother James Fidler.

Best wishes for a very happy, warm, and safe year.

MATTHEW J. BRAUN, R.S.

Retiree



Here is Brother Loyal Sommerfeldt and his wife, Esther, with one of his presents, which was presented to him by fellow employees after 32 years of service to Local 965, Madison, Wis.

Brother Sommerfeldt Honored; Utility Agreement Reached

L.U. 965, MADISON, WIS.—On October 28, 1977, fellow employees honored Brother Loyal Sommerfeldt at his retirement party, which was held at the Ridges Country Club, of Wisconsin Rapids. Loyal retires after 32 years of service with Wisconsin Power and Light Company during which time he held various positions and retired as a storesman at Port Edwards. Loyal and his wife plan to travel throughout the United States in their retirement years.

On January 12, 1978, Local 965 negotiated a two year agreement for the Employees of the Richland Center Public Utility. The agreement called for wage increase, improvements in the Pension Plan and sick leave; and also more holiday pay and improvements in working conditions.

On January 19 and 20, 1978, the Policy Committee of Local 965, discussed and voted upon new contract proposals to be presented by the Negotiating Committee to Wisconsin Power and Light Company as the present two year contract expires June 1, 1978. Members of the Negotiating Committee are Gene Samuelson, business manager; Lawrence Lenhardt, president; Joseph Carey; Joseph Symons; Tommy Weider; Raymond Ley; and Michael Graff.

The membership of Local 965 have just voted to increase their union dues by \$3.00 monthly to take care of rising costs and make their treasury more solvent.

The following Brothers and Sisters were also presented with IBEW 25-year pin awards: Betty Baertsch, Byron Bible, Russell Haynes, Marvin Lee, Warren Beyer, Robert Jenkins, Wallace Pater, James R. Schmitt, Howard Zemlo, Roberta Altman, Robert Burns, Jacqueline Moore, Herman Tenhagen, Elinor Woodruff, Albert Alexander, Warren Anderson, James Gretzinger, Lesley Lietz, Donald Link, Lawrence Kowalke, Allen Sasse, Oscar West, George Zimar, Elmer Gruel, Edwin Thomson, Dorothy VonRotz, Frank Vermes, Norman Cleveland, Russell Jenks, George Oliver, Vincent Roach, John Whittier, William Allen, Kenneth Dahl, Melvin McMahon, Frances Minahan, Richard Van De Bogert, Irving Collins, Robert Fiscus, Kemp Franzen, Robert Frint, Douglas Hamilton, Alfred Holmes, Richard Inman, Wayne Kizer, Kathryn Morgan, Raymond Ray, Roger Roisum, Ronald Syverud, Victor Buss, Francis McCullen, James Philbrick, Roger Retzleff, Donald Reynolds, Clarence Suthers, Alfred Wiltzius, John Dickow, Melvin Wartner, Harold Ferch, Robert Lukoski, Sidney Oakes, Donald Schmidt, William Harmeling, Harry Conroy, Celia Crave, Jeanine Ellingson, Frank Jergerlehner, and Harold Sponholtz.

Also receiving 25-year pins were Chester Lindaas, Charles Reynolds, Arlan Hubert, Robert Maves, Margery Stone, Donald H. Haneman, Russell Masbruch, James Schneider, Roger Speckman, A. E. Chapman, Victor Esch, Clarion Faul, Amos Nelson, Raymond Benkert, Raymond Jacobson, Robert Soule, Erwin Mittelstaedt, Lloyd Anderson, Alfred Olson, Charles Gibson, Maurice Tradewell, and James E. VanSwol.

HAROLD VANDERBERGEN, P.S.

Reverse Requests May Be the Answer for Labor

L.U. 995, BATON ROUGE, LA.—Maybe we have been using the wrong approach on our lawmakers in Washington. Maybe we should encourage unemployment, beautification, pollution control, high trade deficit, strict regulations, etc. The reason I say this is because, if all of this would come to pass, then, all of us could sit on the river bank and fish while our wives pound our clothes on rocks downstream. Make no mistake about it we'd miss the "lap of luxury," but think who would suffer the most! You

Testimonial



Brother H. H. Hicks, Jr., congratulating business manager, Brother Tommy Thompson at his retirement dinner given by Local 995, Baton Rouge, La.



Mr. and Mrs. R. S. Cope, business manager of Local 576, Alexandria, La., attended the dinner.



International Representatives John Coleman and Mel Horton at the dinner.

Retired



Claude H. "Skeeter" Sims, Sr., retired business manager of Local 995.

guessed it, the Washington gang. These, among others, are some of the contributions made by our "for-the-people" representatives in our Nation's Capital, in 1976: The 95th Congress upped their pay by 29 percent, refused to consider federal employees for the Social Security System, but voted to triple, within 10 years, the cost of Social Security tax to other segments of the work force. Thirty-three members of the 95th Congress get \$12,000 yearly pensions plus a yearly salary of \$57,500. Eighty-one members are "double-dipping" (two government pensions) because of military commissions. All of this coupled with the fact that a sharp rise has occurred in utility bills, oil, gas, and transportation costs, will lead to a tax revolt in the country if taxes aren't cut drastically. Of course, unions are for progress and forging ahead, but the above tends to enlighten you on the importance of voting for the right people.

I have, after a two-year effort, succeeded in

getting on the mailing list of the Union Label and Service Trades Council, thanks to the IBEW office in Washington. On my first list, although there are 14 manufacturers, I think that four particularly are of extreme importance to our area. The names on this boycott list were put there by AFL-CIO Convention resolutions. The list is clarified and sanctioned. J. P. Stevens and Company, R. J. Reynolds Tobacco Company, Winn-Dixie food stores, and Coors beer. J. P. Stevens is one of the nation's prime union fighters. Winn-Dixie is said to be the "J. P. Stevens" of the food industry! Winn-Dixie has been termed the most "flagrant, relentless, and vicious violator of national labor law and employee rights" in the food industry. This company has on 12 occasions defied and ignored the NLRB and on seven occasions defied the U.S. Court of Appeals, to recognize its employees union. Let's not help these people.

I was informed that the 1978 PIC tickets will be out in March. Please plan to purchase one! Please also donate to our Blood Bank.

Our local boycott list is being printed. Use it. Fill out and mail cards to your senators on S-1883. This is real important and a must.

Attendance at our last three meetings was, November—93, December—56, and December 20—38.

I'd like to comment briefly on a retired member, former business manager, Brother Claude H. Sims, Sr. "Skeeter," as he was known, was as calm as a breeze, but at the drop of a hat could open into a barrage. This could be directed with ease at either contractor or union member. More than once he straightened yours truly out. I'd act mad but enjoyed every second of it as did others. "Skeeter" first entered the Brotherhood in 1921 and after losing his card during the depression re-entered Local 995 in 1937. He served as business manager from 1947-1955 and retired in 1969. This Brother was instrumental in obtaining such things as a smoking period in the Standard Oil (now Exxon) plant and a pay increase of substance for the apprentices. This pay raise resulted in six apprentices getting married in one week! Skeeter would enjoy visitors.

So long for this month. Don't forget S-1883.

PETE MACALUSO, P.S.

Technician



Philoria Adams is the new communication technician in Local 1011, San Francisco, Cal.

Sister Adams New Communication Technician in Local 1011

L.U. 1011, SAN FRANCISCO, CAL.—Philoria Adams, communication technician (Toll), Sherman Oaks, California, is a very recent addition to our work force and to our local union. A few short years ago, the job of transmissionman (now communication technician) would not have been opened to her. Thanks to a "small" social revolution and action by the U.S. Government, the Bell System can no longer discriminate because of race, religion, sex, age, or national origin.

The EEOC was a long time coming and our local is now able to welcome blacks and women into our ranks. The ORTT, to date, has had one female recording secretary, several black and some female district representatives, and even one black candidate for the office of business manager-financial secretary.

Our union was unable to move out of the

"stone age" of discrimination until the companies for which we work made the move because we did not have any minorities in our ranks. Today, our members in the five western states are starting to include more members from the minorities, and I am sure we can look forward to solid union leaders from these groups in the near future.

RICK MEYER, P.S.

Graduate



Ron Peterson, University of Illinois Coordinator of the Institute of Labor and Industrial Relations, left, presents Joe Needham, Local 1031, Chicago, Ill., business representative, with the Certificate of Labor Studies.

Joe Needham Completes Labor Studies Program

L.U. 1031, CHICAGO, ILL.—Congratulations to Local 1031 Business Representative Joe Needham upon his graduation from the University of Illinois Labor Studies Division. Joe, a 15-year employee of Local 1031, has devoted his own time and effort in the completion of courses dealing with grievance procedure, arbitration contracts, time study, and labor history. Joe's interest in the study of labor has not gone unrecognized; his paper, "Union Organizing—The Need For the Passage of Labor Reform Act of 1977," has been awarded special merit as the outstanding study of labor laws in this country.

Local 1031 is proud of its Brother and friend, Joe Needham.

TERRY APPLIGATE, P.S.

Blizzard



These two photos show the seriousness of the blizzard in the area of Local 1076, Toledo, Ohio.

Local 1076 Members Experience The Blizzard of '78

L.U. 1076, TOLEDO, OHIO—Mother nature, usually regal in her splendor and beauty on

occasion, can wreak havoc, suffering, devastation, and disaster. Such was the case on January 26, 1978, when Ohio, Michigan and many other states were hit with the worst "blizzard" in recorded history.

Most by now have read or heard the problems. Power outages leaving tens of thousands without electricity or heat. No water because of pump failures or frozen lines or equipment. Stranded motorists by the thousands, unable to get to life sustaining shelter.

The storm took a heavy toll in human lives and property damage. The stories are endless! The young couple in their early twenties dead, frozen to death after leaving their car to find shelter. Several people were reported dead because they left stranded cars to seek shelter, and never made it; some very near their homes. Heart attacks as the elderly and not so elderly vainly tried to keep up with the snow and wind. Some people froze to death in their own homes as they had no heat.

Americans being what we are answered the challenge. Almost everyone, everywhere, laid up traditional values and attitudes to help those in need—whatever way they could. I saw neighbors, who previously wouldn't talk to each other because Johnnie's baseball broke a window, suddenly helping each other dig out buried cars, shovel heavy snow and ice from walks and drives, and ask if they could get each other anything. Even though this meant trudging through the heavy drifts on foot, for blocks, to the store.

And those wonderful snowmobiles and four wheelers, donating endless hours of their time and gasoline, and expensive equipment to aid those needing help. Medical emergencies that may have ended in death had not snowmobiles transported oxygen and paramedics to snow-bound backside streets. Four wheel drive trucks and vehicles getting expectant mothers to area hospitals "on time" so a new life could be born in warmth.

These people didn't once ask "What's in it for me?" "What's it worth to you?" or "I want what's coming to me!"

I saw people who vowed to never pick up a hitch-hiker stop and ask those walking, "Could I take you somewhere, I'm going that way." The only question in their minds was "Can I help?"

Not once did I hear, "So and so got more help than I did," or "That's not fair," or "It's the principle of the thing."

For a brief four or five days in January, 1978, all of mankind that I was surrounded by was interested only in *caring* what happened to each other.

It makes you wonder if we don't need a disaster more often so we don't forget our fellow man, and his or her needs and forget our own petty greed and jealousies.

What was the "greatest tragedy" of the Blizzard of '78? The deaths, the damages, the numbed fingers, the dark houses, the hungry children? As tragic as all these are I think they are not the greatest tragedy!

The greatest tragedy may yet come of all this.

If we forget what happened that January week of '78; if we don't recall how important we are to each other; if we don't remember what it means to share, to help, to aid, to trust, to show concern for our fellow man; that will be the greatest tragedy of the Blizzard of '78.

THOMAS CURLEY, B.M.

Christmas Party Held By Muskegon Unit

L.U. 1106, MASON, MICH.—Despite blizzard-like conditions in Michigan, 200 members and guests of Local 1106's Muskegon Unit attended the annual retirees Christmas party, held December 10, 1977, at the L. C. Walker Arena Annex.

Dinner, dancing, and door prizes were some of the attractions of the evening, along with a

Christmas Party



Terri and Bob Monte, both members of Local 1106, Mason, Mich., are shown at the Muskegon Unit Christmas party.



Member Jim Jones and his wife, Linda, were two of the 200 who attended the party.



Retirees Ida Garner and Alberta Dempsey are presented watches by chief steward Chuck Stefanich.



Norma Halverson, Chuck Stefanich, and Nancy Johnson organize the door prizes.

short program. Scheduled guests of honor, Assistant Business Manager Dan Morris and Executive Board member Leo Deuster, unfortunately, were not able to attend, Dan because of the weather and Leo because of the impending birth of his new daughter. However, chief steward Chuck Stefanich ably handled the ceremonies.

Chuck presented watches to two of our recent retirees, Alberta Dempsey and Ida Garner, and introduced retired International Representative Taylor Elliott, who spoke briefly on the continued need for cooperation and cohesiveness within the union.

Members are reminded to purchase 50-50 tickets, as the money received from the monthly drawings is used to defray expenses of the Christmas parties. Newly appointed chairperson Bill Kempf and his committee from the repair shop are already at work on the 1978 party.

DAVID RIDGWAY, P.S.

Scribe Experiences Ride in the Bucket

L.U. 1116, TUCSON, ARIZ.—We have a first—a "byline" from General Electric and I thank those of you who shared the news. Congratulations to Gary Watson and Steve Willis. Gary and Steve have just completed their apprenticeship (four years of it) and are the first graduates to tool makers. We are all happy for you.

Bob Hannon is the steward for the second shift. Attending the safety meeting (OSHA) on February 4, 1978 were: Bob Hannon, Mike Klinetobe, Alice Johnson, Jim Hulse, and Walter Klein. We will look for you at our meetings the first Thursday of the month.

Also in attendance was Bill Close of Asplundh Tree Trimmers. All of us who attended the safety meeting found out that there is never enough time and/or effort given to safety that may save each of our lives or facilities. Hope there is another session soon. More important than a session however is the practice of the knowledge we gained. We should ask our fellow-workers to be safety conscious. This cannot be stressed enough.

Recently, I had the privilege of an experience that electricians frequently undertake in the bucket trucks. I had a "ride" in the bucket to its height of 75 feet plus the side movements and this experience will not soon be forgotten. As long as all I had to do was hang on for dear life, it was fine, but putting myself in the position of the men working out of these buckets is quite another story. It taught me a lot of respect for the safety and knowledge this entails. At first it is a thrill to ride up and look over the countryside—hanging on for dear life, then you think of the purpose of the bucket and the duty of the men working out of it. True, it is easier than climbing to the top of the pole but, it would really take some getting used to. My hat's off to you that work from the bucket and equally to whomever is at the controls. It takes true teamwork and fellas you have it together! Thank you John Chronister, Hap Henry, and Charlie Enriquez.

Welcome new member Donald Strichek—chief field coordinator of the Gas Dispatch office. The Dispatch office is now 100 percent union.

Congratulations are extended to our members who are now in management; Fred Alanzo, William Burkel, Delbert Chism, Marion Easton, Tomas Ettrick, Margaret Florence, Shelley Goodman, James Harry, George Hicks, Frances Jefferson, Fredrick Johnson, Elmer Knight, Orville McCumber, Paul Murphy, Cutberto Ramirez, Richard Reddoch, Andres Rosales, Elias Trujillo, Refugio Urias, Phillip Young, and Tina Young. I'm sure I may have missed a couple, but it is not intentional and I apologize now should your name not appear here. To each of you, the best of luck!

The adage is, "A word to the wise is sufficient." Well Brothers and Sisters all I know now is that many changes are about to transpire—don't be left in the dark or caught short—attend the meetings and find out for yourself.

BEA MILNE, P.S.

Binghamton Local Elects New Officers

L.U. 1125, BINGHAMTON, N.Y.—At the December 7th meeting the following officers were elected for a three-year term: president, Joseph Hermann, vice president, John Humphrey; recording secretary, Patricia Verdon; financial secretary, Al DeRigo; and treasurer, Paul Innot.

The newly elected Executive Board members are: I. James Brown, William Tomancek, Donald Moullesseaux, Kenneth Bronson, and Martin Reagan.

We wish the new officers the best of luck. At this time the members and officers of the local would like to express their thanks and appreciation for a job well done by our outgoing president, Robert Hardwick.

Recent retirees are Sylvester Waska and Bob Dunham.

JOHN BUCKLEY, P.S.

Parade



Members of Local 1132, Cochran, Ga., ride in the city Christmas parade. Left to right are Johnnie Mae Harris, Barbara Yeomans, Linda Collins, and Brenda Purser.

Georgia Local 1132 Writes for First Time

L.U. 1132, COCHRAN, GA.—This is our first try at writing the news from our local, so please bear with us. By way of introduction we are showing four members of our local as they rode on the float in the Cochran Christmas parade. They are Johnnie Mae Harris, Barbara Yeomans, Linda Collins, and Brenda Purser. Talk about your Georgia peaches. We've got our share around here and as you can see they don't all grow on trees.

I tried to find someone who took pictures at our local dance, but for some strange reason no one would admit to having any. I really can't understand why.

Just in case some of you don't know where Cochran is located, we are south of Atlanta and north of Plains. Now that "Ya'll" know where we are, drop by and see us if you're passing through.

We will be talking to you again in the near future with more news from Local 1132.

CARLENE MCDANIEL, R.S.

Company Policy On Snow Is Flaky

L.U. 1134, ELIZABETH, N.J.—I realize that by the time this goes to press the back to back snow storms that clobbered us in late January and early February will be history. The fact remains that many good, hard working, loyal employees were subjected to sweat shop policy making that lacked consideration, compassion, and regard for the health and safety of the employees, not to mention loss of pay. There was over a foot of snow on the ground, the Governor had proclaimed a semi-state of emergency, businesses, banks, schools, state, federal, and local agencies were closed down and snowed in. Some of our Brothers and Sisters spent hours shoveling out their driveways and snowbound cars only to find the streets impassable, called in to request a vacation day off. They soon found out that not only were they denied a vacation day, they were charged with a inexcusable absence. The policy of allowing 20 percent of the work force to receive vacations was suddenly deemed null and void. The fact that the entire state was snowbound meant nothing, dis-

tance (some people live 60 miles away) meant nothing, loss of pay to employees with large families who barely get by on their salary, meant nothing.

The fact that many employees made an all-out effort to get in but were faced with snow driven streets so bad that ambulances and fire trucks were shut out, meant nothing. I fully realize that the public requires constant service and the company must supply it. I also know that the company most likely could have mustered the necessary manpower to comply with needs of the business, in fact it did, without taking the hard line policy it decided to institute. The people who requested the vacation day could not get to work anyway, so why not grant the day and lessen the vacation load during the vacation season. A few years ago I attended Middlesex County College to study Labor-Management, and related courses. This outfit is a prime example of how-not to instill good labor-management relations. One of the fundamental ingredients of good business is happy, contented, and proud employees. It sure would be nice if the policy makers gave that some thought.

See you at the next union meeting.

EDWARD J. JOSWICK, P.S.

Retiree



Business Manager Michael Calabro of Local 1158, Newark, N.J., left, congratulates Treasurer Iardi on his retirement.



President Jesse Ridley, left, with Brother Iardi.



Michael Calabro, Dominick Iardi, and Jesse Ridley.

Treasurer Iardi Retires And Receives Gold Watch

L.U. 1158, NEWARK, N.J.—At our regular meeting held at union headquarters on December 20, 1977, a special presentation of a gold wristwatch was made to our retiring treasurer, Dominick Iardi. Brother Iardi has served our union for a period of 30 years and his contributions and efforts have aided our local to develop

and grow to where we are today. Our business manager, Calabro, and local president, Jesse Ridley, both commended Brother Iardi for his dedication and hard work over the years. On behalf of all of the officers and the entire membership, Business Manager Calabro wished Brother Iardi the best of health, happiness, and success in his retirement. Brother Iardi is planning to spend his retirement years in the state of Arizona.

At the same meeting our local members celebrated the Christmas holiday season with our annual get-together party.

MICHAEL CALABRO, B.M.

Winner



Members of the Political Action Committee of Local 1238, Wilmington, Del., award Walter Ungerer a \$25 Savings Bond for his suggestion of GUIDE for the new committee name.

Trial Board Decision Upheld

L.U. 1238, WILMINGTON, DEL.—Back in May of 1977 our Vice President Paul P. Pitrizzi brought charges against Frank DeSeta of the Gas Distribution Department. The charges brought against Mr. DeSeta were Article 27 subsection 1 section 9 and 11. These sections deal with causing dissent among the union membership. The trial board which is made up of the Executive Board, in May of 1977, found Mr. Frank DeSeta guilty on both charges. On the first count Mr. DeSeta was fined \$125, and on the second count was fined \$275. Under our IBEW Constitution Mr. DeSeta was given the right to appeal which he did. We have recently received a letter from International Vice President J. J. Barry informing us that Mr. DeSeta's appeal could not be considered because he failed to comply with the provisions of Article 27, section 13 of the IBEW Constitution. In view of the foregoing information the International Office now considers the matter closed; the trial board decision is final.

GEORGE F. TINURELLI, P.S.

Review of Progress Within Local Given

L.U. 1245, WALNUT CREEK, CAL.—Since I took office in July of 1977, Local 1245 has steadily moved ahead in many areas of importance. In order to improve and maintain the professional skills of our assistant business manager assigned to direct the local's activities in the areas of safety, apprenticeship, and training, Brother Tony Morgado was authorized to attend the National Safety Council's Safety Training Institute in Chicago, Illinois. Brother Morgado's successful completion of three courses: Fundamentals of Occupational Safety; Fundamentals of Accident Prevention for Public Utilities; and Fundamentals of Industrial Hygiene will entitle him to receive an Advanced Safety Council Certificate from the National Safety Council.

Staff training is progressing well. Two five-day training courses, "Labor Law" and "Communications for Union Leaders," were held at local union headquarters in November of 1977 and January of 1978. Additional courses in "Collective Bargaining Techniques" and "Psychology for Union Leaders" are currently being coordinated.

In view of the urgent need for labor, through its individual members as well as its various or-

ganizations, to maintain an active voice in the local, state, and federal legislative arenas, I have reestablished the legislative advocate position on our staff. Assistant Business Manager Merton A. Walter will, in addition to his other administrative duties, serve as Local 1245's legislative advocate in Sacramento, California.

Two additional business representatives were recently brought on board. Brothers Mickey Harrington and Ray Shepherd, both of whom have previously held a number of trusted and responsible positions within our local. Mickey's prime assignment is to organize anything walking or crawling within our jurisdiction. At present, however, Mickey is handling Business Representative Ed Fortier's general construction assignment. Brother Fortier is recovering from a ruptured appendix and is not expected to return to work for at least 30 days. Ray is assigned to represent our members located in the southern end of Coast Valleys Division in California.

Local 1245's staff bestowed honors upon Assistant Business Manager John Wilder and Business Representative Frank Quadros for their attainment of 20 consecutive years on the local's staff. Certificates were presented to both individuals honoring them on the completion of 20 years service on staff. John and Frank came to work for the union on January 6, 1958 and reached the 20-year milestone on January 6, 1978. They have served the Brotherhood with distinction over the years and are to be commended highly.

DEAN COFER, B.M.

On the Job



Distribution crew at Fillmore for O'Connell Electric. Left to right are George Warner, Bill Little (foreman), Bill Cooper, Jim O'Brien, Mike Lotterio, members of Local 1249, Syracuse, N.Y.



Tony Kota, journeyman, and George Warner, apprentice, revamping 2,400 to 19,900 on job at Fillmore.

Work Scene Moving At Same Pace

L.U. 1249, SYRACUSE, N.Y.—Local 1249's work picture has held just about the same for the last couple of months. Bradley and Williams and Day and Zimmermann are both getting along toward completion of their high line jobs in western New York State. Hyer Construction has just started a seven mile wood high line near Rochester, New York, with Ken Irwin, general

On the Job



Bob Reed, Mark Whitney, Charles Brigham, Howard Finch, Jr., at transformer class in Arcade, N.Y.



Melvin Garrett's framing crew at Bradley and Williams's job in Arcade, N. Y.

foreman. Independent Electric (Andy Mihok, general foreman) kept a few men working on the Marcy Substation throughout the winter, but American Transformer and Power Line Constructors have both laid their men off at the Massena Substation. Mole Construction has just completed their footer job on the tie line between Marcy subs, (Jim Fleming, foreman) and they are progressing on their job at Dewitt even though the snow is deep and the digging horrendous, (Harry Saville, foreman). Primiano Construction is still fighting the snow and cold at the Willis Substation in Chateaugay, (Larry McDonald, general foreman) and is also setting the steel poles and running wire on the Marcy tie line (Maynard Bajanen, general foreman). Sordoni Construction has their pole and wire job under way at Dewitt, (Whitey Bodine, general foreman). The 765 KV lines are just barely progressing during the winter but, by the time this reaches print, they should be just about ready to boom again. North Star Construction is setting some steel on the 765 KV line during the winter. General foremen are Al Lynch on the southern portion, and Bob Fronce up north. Dave Dafoe is general foreman on the Bross-Buffalo Joint Venture 230 KV cut-over work at Bombay, New York.

Our distribution work is still not all that promising, but we do have a few jobs going. O'Connell Electric (Gene Denny, general foreman) has a job in Fillmore for Rochester Gas and Electric, as well as a job for Sherburne Municipal. Scher Electric, (Clayton Palmer, general foreman) has a distribution job for Richmondville. Another job is up for bid in Watkins Glen.

Our membership was disappointed that neither Local 1249 linemen, nor our New York State line contractors, got a chance to work on any of the recent storm work on Long Island (January 1978) even though our business manager, William Shutter, contacted several people concerning the work and assured them Local 1249 had many linemen available. What made it even more disappointing was the fact that Federal Troops were brought in to do the work, as were employees of a non-union power company, (Rochester Gas and Electric).

Election time for officers of Local 1249 is upon us again. Nominations for office will be held at the regularly scheduled meeting in May. I'd

like to remind all members that Section 9(d) of Local 1249 bylaws states that to be eligible to run for office, "A member must attend at least three regular meetings of the local union for the 12 month period immediately preceding the nomination of local union officers. Credit shall be allowed for attending only one meeting in each month." I hope every member makes a special effort to attend this nominating meeting, and then is sure to vote when he receives his ballot.

Our safety director, Bob Langtry, and safety supervisor, Bob Shutter, have been busy putting together training material for the members of our local and our traveling Brothers working with us. Bob Shutter held a transformer review class at Arcade, New York, and Bob Langtry has been holding First Aid and CPR classes in Utica, New York. They are both collaborating on some booklets to give out concerning Traffic Signals, Cranes and their Proper Use, Wire Ropes, Chains, Fiber Ropes, and Web Belts. Let's protect our livelihood: Work safely; Buy union; Fight obstructionists!

RICHARD FULTON, P.S.

Banquet



International Vice President Jack Moore presenting 30-year membership pins to Ralph Johnson at Local 1250, Rapid City, S.Dak., recognition banquet.



Member-contractor James Kellar presents Darrell Dahl with apprentice completion certificate and gift.

Recognition Banquet Held; Contract Ratified Slimly

L.U. 1250, RAPID CITY, S.DAK.—Local 1250 held their annual recognition banquet on December 10, 1977. This affair was well attended by the members of the local. Eleventh District Vice President Jack Moore was the guest speaker and also assisted in handing out pins to those members who so well deserved them. We were also pleased to see so many of our retired members in attendance.

At this time we would like to express our appreciation to the auxiliary for the outstanding job they did in decorating the Labor Temple.

On November 17, 1977, a new contract with the Black Hills Power and Light Company was ratified by the membership. The settlement was for two years with 8 percent plus 2 percent six months later for the first year in wages. The second year was also for 8 percent and 2 percent. Changes were also made in vacation, holidays, and insurance plans.

Banquet



Business Manager Gerald Galbraith giving opening remarks at banquet. Seated at left is President Richard Davis and his wife.



International Vice President Jack Moore, Business Manager Gerald Galbraith, retirees George Ely, and Leonard Neary.

With the vote for ratification being only 54 percent, I think that the membership is trying to tell the Company that, although the percentage seems to be sufficient in comparison to the cost of living, we are tired of receiving a considerably lower wage than the rest of the country and we want to catch up. I do want to personally thank the Negotiating Committee for a job well done.

This has been one of the better falls and winters we've had in quite a while. All of our wiremen are working and we are working a few travelers. The outlook is very good for the future as long as we can continue to compete with the non-union element. In a feast and famine area like ours we sure like to see the feast last a little longer than the famine.

BOB WHITE, ASST. B.M.

Local 1307 Makes Bylaw Changes

L.U. 1307, SALISBURY, MD.—On January 12, 1978, at our regular membership meeting, Local 1307 changed and adopted several new bylaws. The first and most important was Article 9, Section 6(a) which increased by \$2.00 the monthly dues paid to the local by all members.

The second was a new bylaw, Article 9, Section 7 which reads as follows: Each member of Local 1307, IBEW, shall be assessed in addition to regular monthly dues and applicable International Per Capita, a sum of \$1.00 per month to be placed in the building fund.

The third was also a new bylaw, Article 10, Section 3 which reads as follows: The Building Fund shall be used only for options, earnest money or contract down payments, for real estate settlement and legal fees incurred in the acquisition thereof, Real estate taxes and front foot assessments, planning and design studies, architects or engineering fees, building and construction costs, including related improvements associated with the building itself, renovation fees and the cost of maintaining the building or buildings, interior and exterior and surrounding property and such other costs as are normally and typically directly associated with acquiring property and the construction or renovations of buildings thereon.

Other changes were, old Article 10, Section 3 becomes Article 10, Section 4, and old Article 10, Section 4 becomes Article 10, Section 5.

The final change was the adoption of a new article, Article 14, Section 1-5, which sets up the guidelines for the Building Corporation or Association.

We are hopeful we can get something under way, in the near future, and be ready to move by the time our present lease runs out.

Until next time: save jobs, limit imports.

E. D. SPARKS, P.S.

Granddaughter



Brother Robert Miller of Local 1367, Chicago, Ill., became a grandfather on December 30, 1977. This is Valerie Marie Cummane.

Wage Contract To Reopen at Local 1367

L.U. 1367, CHICAGO, ILL.—This month is a very important month for all our members. Local 1367 re-opens the wage contract. Continue to show your support by being in attendance at the union meeting at the spacious Hillside Holiday Inn, Wednesday, April 12th at 8:00 p.m.

Congratulations are extended to the following on promotions from Chicago North: Brother Gus J. Dalbis, lineman special, promoted to crew leader, effective January, 1978, and Brother Franklin J. Roycroft, lineman, promoted to lineman special also effective January, 1978. Congratulations to lineman Earl Corrigan, Jr. on his promotion to lineman special. The very best of luck in the future from all our members.

Celebrating company anniversaries, congratulations are extended to the following with 30 years: overhead crew leaders Robert Campbell, April 21, 1948 and Donald Plank, April 15, 1948; with 25 years are: overhead lineman special Kenneth Barre, April 8, 1953, substation construction electrical mechanics Hunter Johnson, April 13, 1953, and James Davern, April 16, 1953.

Congratulations are extended to Brother Robert Miller, building service, Chicago South with 30 years, who became a grandfather on December 30, 1977. Born that day, a beautiful baby girl named Valerie Marie. Best wishes to the proud parents Bill and Rita (daughter of Brother Miller) Cummane.

In the recent M.B.A. elections, Brother Francis Fallico has been elected to represent Chicago North. Brother Fallico will help in any matters regarding health claims and union business.

The wage re-opener for April through System Council U-25 and Local 1367 will consist of an over-all picture of 24 percent. The committee is submitting a formal request to the company; a consideration of opening talks of medical coverage and a dental plan. This of course the company can decline or accept negotiations, being that this is only a wage re-opener. With the rising costs of medical care and ever increasing dental costs, we sincerely hope the company gives this matter the utmost consideration at this time.

Sessions with the company and Local 1367, with President Allen Young presiding, were held in January and February regarding a metric tool allowance of a one time payment of \$75.00 for all incumbent repairs and mobile equipment mechanics and also an exchange of cover-alls three times a week.

Congratulations to those celebrating company anniversaries from the transportation department, with 30 years auto dispatcher Ed Mulzof, April

13, 1948; celebrating 25 years are mechanic Stanley Kleszczewski, April 2, 1953 and mobile mechanic William DeRe, April 21, 1953.

In closing, just one last reminder to our members that the only sure way to get a fair wage contract is to show our officers they have our complete support. Be there at the next meeting, Wednesday at 8:00 p.m. See you then.

RICH RUBAS, P.S.

Meeting



These scenes are of the new meeting site for Local 1367 meetings the second Wednesday of each month.

Presentation



Mr. Augy, plant manager, Ford's Cleveland Engine Plants, presents Brother Pickut of Local 1377, Cleveland, Ohio, with the first semiconductor kit. Standing by are Brother Venus and chief steward, Mileti.

Training Given to Members On Solid State Equipment

L.U. 1377, CLEVELAND, OHIO—Two members of Local 1377, Brother Harold Pickut and Brother Martin Venus, were instrumental in bringing to the attention of the Ford Motor Company, a program in Solid State, for the maintenance electricians. Mr. Charles Augy, plant manager of Cleveland Engine Plants 1 and 2, and his staff were impressed with the program. After discussions between the company and union, the program was put into effect. Each journeyman in the Engine Plants was given a self-instruction electronics course on semiconductor devices, a trainer kit, and a volt-ohm meter. Upon completing the semiconductor's course the journeyman will then be given a digital techniques course and a digital trainer kit, at no cost to the employees. The Ford Motor Company, Cleveland Engine Plants are now in an expansion program, with most of the new electrical equipment coming into the plants being solid state.

When the Cleveland Plant opened for production, in 1951, to about 1958, the maintenance electricians had to work with relays and timers in electrical panels, they had to be able to read electrical prints, trouble shoot, and repair this equipment. In the late fifties and early sixties, some electronic equipment was installed in the plants. For the maintenance electricians to work on this equipment, which consisted of vacuum tubes, resistors, capacitors, etc., they had to re-

ceive training to learn about this different method of reading prints, trouble shooting, and repairing this equipment. In the late sixties the space age was upon us, which brought more changes for the maintenance electricians in the plants. They had to learn about transistors, diodes, printed circuits etc. In the seventies more changes have come about with solid state equipment, the programmable controller is yet another concept of electrical machine controls. Special training is needed for the maintenance electricians, if they are to trouble shoot and repair this equipment. The relays and timers of the fifties and sixties have been replaced with printed circuit boards with integrated circuits and control modules. The blue prints are somewhat different, also a volt-ohm meter and oscilloscope is needed to trouble shoot this equipment, not just a voltage tester and test light as in the past. In addition they have to learn the new terminology for this equipment, which consists of gates, inverters, flip-flops and other digital techniques.

Stated above are just a few examples of how fast the electrical field has changed for the plant electricians. Any individual who kept up with the changes in the past 26 years, would have to have had special training or gone back to school four different times to learn about these changes in his trade. In the discussions between the union and company, the union stated that the maintenance electricians at the Cleveland Plants, have done all phases of the electrical work needed in the plants, without specialist as Ford Motor Company has in their other plants. "Solid state is just a new challenge for these electricians." Through the foresight of Brother Pickut, Brother Venus, Mr. Aughey, his staff at the Cleveland Engine Plants, and Local 1377, programs have been set up to train the maintenance electricians in today's solid state circuitry. No matter what schooling or programs are instituted by the company or union, it is up to each individual to prove that the faith in them is justified as has been in the past.

The Cleveland Plants consist of two engine plants and a casting plant. The casting plant is in a different division than the Engine Plants within the Ford Motor Company. The management at the Casting Plant is studying this program on solid state, to see if it's feasible to give this program to their electricians. At this time the union hopes by the time his article is printed, that the Casting Plant electricians will be starting on these courses.

R. ROY MILETI, P.S.

Members Win Edward Garmatz Award

L.U. 1383, BALTIMORE, MD.—Happy new year, Brothers and I hope 1978 is as prosperous as 1977 was for our members.

Our annual Christmas party was held December 16, and all the children had a wonderful time. The kids enjoyed seeing Santa and receiving gifts. I would like to thank the entire Entertainment Committee for their time and trouble in making this Christmas party a big success. Also a big thanks to Brother Al Lambert for his great portrayal of Santa.

Every year the Edward A. Garmatz Award is given to recognize service to the community through leadership, integrity, and concern for fellow man. We are privileged to have two members who have won that award.

In 1973, Brother Jim O'Connor won the award and in 1977, Brother Emory Frederick won. These two men exemplify what brotherhood is all about, their volunteer spirit to serve, to give, to show, to offer one's services of one's own free will, to help others.

RICK HARE, P.S.

Scribe Submits News Items of Local 1413

L.U. 1413, TOLEDO, OHIO—At Davis Besse, some promotions make the news. Last November

Sister Pam Peck and Brothers Jim Bilgen and Ed Erick were advanced to nuclear guard. More recently, Brothers Clarence DeTray and Wayne Phillips were promoted to lieutenant at Davis Besse. We all wish them the best of luck in their new duties, and are sorry to see them leave our ranks, as they are now in management positions and can no longer retain their union membership.

As of the first of February we are still involved in contract negotiations and hope to conclude them in the near future, or as soon as possible. We always need everyone's help in forming new ideas. Ed Irick, at Davis Besse, and Dave Tillett, in Toledo, are available to all the members at any time for their help and suggestions, and also to aid you in any problems.

As of February the coal strike is still in progress. The Toledo Edison Company is in good shape as far as the coal situation is concerned; they were able to purchase enough coal to last longer than the other companies' supplies. We are also fortunate to have nuclear power at Davis Besse, which is now at 75 percent of its rated capacity of 906 megawatts of power; however, at Acme and Bayshore, the company is only able to dump up to seven cars per day due to the frozen coal. The coal on the ground has a high moisture content and does not burn as well as the coal in the cars. At present we have about a 50-day supply left.

We extend the very best to Alice Meier and Ed Stribny, who have resigned.

The following have April birthdays: George Daniel and Ralph Huston, April 10; Darald W. Rider, April 15. Brother Kent Rhubright and his wife, Judy, will celebrate their first wedding anniversary on April 15. Many happy returns to everyone.

GERALD J. OBEE, P.S.

Local Mourns Passing Of Brother Jack Alles

L.U. 1459, EVANSTON, ILL.—Local 1459 mourns the passing of Brother John "Jack" Alles. After nearly 41 years of service, Brother Alles passed away at the age of 59 on January 15, 1978. Jack started his career with the Public Service Company of Northern Illinois in 1937, which later merged with the Commonwealth Edison Company in 1953. Jack was in the Transportation Department for the first eight years of his service, and on October 16, 1945, transferred to the Underground Department where he spent the last 33 years.

When the local was formed in 1947 Jack was one of its first members. The memory of Brother Alles will remain with all who knew him, especially the younger men who worked for him the past few years. The local extends its deepest sympathy to his family, and to all the families in our local who have lost loved ones in the past year.

We extend our congratulations to Brother Al Metcalf on his recent promotion to foreman. The work load in the local is beginning to rise, and with spring coming on we are hopeful of a further rise in work. We have some linemen, and other members of the local that are off work on disability to whom we wish a speedy recovery, and hope to see you back to work soon.

We would like to remind our members of our dinner-dance that will be held on April 22, 1978, and hope to see you there.

PATRICK J. McGRADY, V.P.

Happy Birthday To Local 1470

L.U. 1470, KEARNY, N.J.—Our holiday open house, visited by 1,000 union members, marks a birthright that began on November 28, 1948, with the National Labor Relations Board certification of our local as the bargaining agent for the employees of Western Electric.

Yes, we are 30 years old, and this represents

Celebration



Happiness is the keynote of a double-header celebration as members and representatives join with President Cerino in exchanging holiday greetings and launching their 30th year of representation here at Local 1470, Kearny, N.J.

30 years of struggle and success in the cause of individual human justice, dignity, and rights. This has not always been an easy task in today's climate often of mass judgement dictated by the mechanical needs of an automated environment.

On this anniversary, we not only observe the heritage derived from our parent Brotherhood, but also from the achievements and contributions of the entire trade union movement; and we welcome the challenge for future service on behalf of all the members of our union.

Our successes have covered members working in over 220 different office, production, and trades professions under a union contract guar-

anteing union hours, union wages, and union working conditions.

There were times when things were not as well as they are today. Job security in any form was once non-existent. Seniority wasn't even a word. Pay was not always commensurate with the work done, and even worse, there wasn't any recourse for correction as we presently enjoy. The standard of living was inhumanly low with a 12 hour work day, six day week, without paid holidays and without paid vacations.

We have worked hard and continue to do so to create an honest effective administration to handle the needs of our membership in all areas including Job Evaluation, Grievances, Wage Incentives, Clerical Measurement, Safety and Education, Blood Bank, Civil Rights, Veteran and Civic Affairs.

We feel we can still succeed in our program for greater progress in all aspects of our general agreement. We don't intend to be satisfied with the settlements already nailed down by Western elsewhere recently.

Our Constitution and Bylaws clearly list our objectives: "Securing adequate pay and fringe benefits for our work."

DOT ZURY, P.S.

Award



Left to right are Local 1501, Baltimore, Md., Brother J. "Skip" Hamilton, Dion F. Guthrie, business manager/president, Brother Bob Cook, local secretary Agnes Johnson, Junior Barnes, and Brother Ronnie Oden pose with Brother Hamilton while receiving his check for his back pay won in arbitration.

What Happened To The Tote Company

L.U. 1501, BALTIMORE, MD.—American Totalisator Company, Inc. has always been blessed with hard-working employees who have worked together through the years to make TOTE a very wealthy company. The workers were happy and proud to work for TOTE and the fine quality of their work showed this pride. The workers allegiance to the Company was developed by the fine way the Company treated them. The Company sponsored free shrimp and beer feasts, they gave outstanding Christmas parties all over the country, they sponsored bowling and softball teams and provided equipment and shirts. Remember when Robby, the vice president, took men for a day of pleasure and relaxation on his boat! The workers at TOTE were one big happy family.

Unfortunately one day, General Instrument bought ownership of the Company. One by one these things, which made TOTE a happy family, were taken away. Old-timers remember the good old days. Some refuse to believe that this is not the same good old Company but the newer employees know it isn't, they don't have those memories. All they have is the stark reality of the way things are today.

American Totalisator Systems was built completely from the huge profits of American Totalisator Company, Inc. AmTote Systems owes its very existence to the hard work of AmTote Company Inc. employees. AmTote Systems, which came into existence only a few years ago, sponsors summer picnics and Christmas parties, also

sponsors employee sports teams and pay for equipment and shirts.

How can AmTote Systems with its much smaller total profits afford these things while AmTote Company, Inc. with its huge profits cannot afford them? Why is it that AmTote Company, Inc. employees are treated in this manner? We all know that a company president must produce profits to keep his job and that the size of his pay raise is often tied to the size of the profits, but is Harry overdoing it? Can he leave us a few crumbs? Remember the good old days!

I wonder if James Harry Pierce was named after Harry James, the bandleader and trumpet player?

Brother Jay "Skip" Hamilton was discharged by American Totalisator Company on September 23, 1976, for failing to report as assigned to Vernon Downs Racetrack, New York, even though Brother Hamilton had reported off sick.

The evidence that the Company presented at the arbitration hearing revealed the Company's lack of responsibility both to the union and to the grievant thus costing the company a pile of money, \$16,041.09 in back pay to be exact. The Company presented certain evidence at this hearing that both the grievant and the union had not seen before this hearing. The Company tried to use certain derogatory letters against the grievant but would not produce the letters of commendations (four in number) until we had these letters pulled from the grievant's file during the hearing and presented them as evidence on behalf of the grievant. Also, a letter signed by some 50 employees of Wheeling Downs Racetrack, the grievant's last place of work commending the grievant on his job performance, appearance, and cooperation, was an asset to his case. Business Manager Guthrie argued that the grievance be upheld because the grievant was not dismissed because of work performance and did not take a leave but requested a leave, he reported his absence as required and the Company improperly discharged the grievant while absent due to illness not because he took leave without permission. The Company requested denial of the grievance because his work was proving unsatisfactory and he took a leave (that was not granted by the Company) without notice.

The arbitrator, E. C. Griffith, sustained the union's position on both counts because the grievant followed the letter of the contract in reporting his absence; therefore the Company improperly discharged him.

The Company was ordered to restore his job, clear his record of all incidents involving this case, and reimburse him for all loss wages. His seniority shall also be restored. (Decision July 9, 1977, FMCS Case 77K06520.)

This was the largest arbitration case, on an individual basis, ever won by our local.

It appears there will be more cases like this in the future as the Company continues to take a hard line against the union.

DION F. GUTHRIE, B.M.-PRES.

Mourned



Brother R. H. "Shorty" Taylor, Local 1579, Augusta, Ga., shown at the July 4th outing with Mrs. Lottie Banks, passed away recently.

Local 1579 Mourns 'Shorty' Taylor

L.U. 1579, AUGUSTA, GA.—On January 29, 1978, Brother R. H. "Shorty" Taylor of this local union passed away.

However, short in stature, his many good qualities and attributes were adequate enough compensation to overshadow his size.

Though he left an elderly surviving sister, the Brothers and all those associated with Local 1579, particularly Barbara, Jean, and George of our staff, were really, in essence, the only family he had, so his passing has left a vacancy and a void not soon to be filled.

He was invariably the first on the crew to contribute to a Brother in need or to any charitable cause; if our work was slow at home, he was never hesitant to hit the road to assist a jurisdiction in distress; if a picket line was established, he was, despite any compensation or inclement weather, normally in the forefront and walking the line.

Many months ago, I had written a short poem in tribute to him and he was immeasurably pleased that it was included in one of our *Journal* articles, so, in closing, I submit, for consideration, a few additional humble lines.

To Shorty

The fact that we miss you,
You'll never know.
But that doesn't prevent it
From being quite so.
To those of us left,
We know you're at rest.
And won't ever fail
To survive any test.
So when you muster for entry
At that last final gate,
We're quite sure that you
Won't have a long wait.
When you tell them your number
Was eight thousand and two,
The guard will say,
"Shorty, you pass right on through."

GENE BANKS, P.S.

Agreement



Shown at the signing of a three-year contract between Local 1583, Palatka, Fla., and Hudson Pulp and Paper Corp., are sitting, left to right, Jeff Emerson, president; Ron Watkins, Hudson vice president, Industrial Relations; Roy Vickers, vice president; and W. L. Wright, Jr., secretary; standing: J. J. Oliver, Hudson director, Industrial Relations; R. F. Garrett, manager, employee relations; R. J. Millikan, manager, maintenance and engineering; E. A. Pumphrey, maintenance superintendent; and R. L. Nesbitt, manager power and recovery.

Local 1583 Signs With Hudson Pulp and Paper

L.U. 1583, PALATKA, FLA.—On January 18, 1978, International President Charles Pillard approved a labor agreement between Local 1583 and Hudson Pulp and Paper Corporation, Palatka, Florida. This agreement is to run for three years from June 1, 1978 to June 1, 1981 with a 30½ percent wage increase over this period.

The benefit and improvements are as follows: first year, 10½ percent wage increase for all classifications with .9 percent in wage adjustments

with 3 cents across the board. Hospitalization and insurance benefits such as \$100,000 major medical, improved x-ray and lab payments, \$4,000 hospital benefits, and \$5,000 life insurance for retired members under disability. Shift differential, 0-10-15. Pension plan improvements of \$13 benefit level per month and year of service. Holiday improvements to include December 27 as a new holiday. Severance pay increased by an average of 3 percent. Vacation pay to be 2.1 percent of last year's earnings. Increase in meal allowance when working overtime to \$2.25.

Second year, 10 percent wage increase for all classifications. Meal allowance to \$2.50; shift differential to 0-12-18; another holiday December 28, for a total of 12 holidays. Third year, 10 percent wage increase for all classifications; increase in meal allowance to \$2.75; shift differential to 0-14-19.

Other improvements include contract language for better working conditions and union-company relations.

The Negotiating Committee thanks International Vice President Dan H. Waters for assigning International Representative Doyle Burnett to assist them in obtaining this agreement after five months of hard bargaining.

JEFF EMERSON, PRES.

William Wagner Appointed Business Representative

L.U. 1600, BETHLEHEM, PA.—Local 1600 is pleased to announce the appointment of Brother William Wagner as Business Representative. Brother Wagner is replacing Brother Robert Cherenyack.

A member of the Lehigh Division Unit for 30 years, Bill has served as a union official for years.

He's had experience with various governmental agencies and has participated with organizations directly associated with the labor movement.

Bill, a native of the Lehigh Valley, has the experience and knowledge to benefit Local 1600 and its members.

LYNNE M. WALNOCK, P.S.

Party



Children enjoy the Christmas party hosted by Local 1687, Sudbury, Ont.

Timmins Unit Holds Two Parties

L.U. 1687, SUDBURY, ONT.—Local 1687, Timmins Unit held its Christmas parties at the Polish White Eagle Hall on December 16 and 17.

A Polish smorgasbord was served by Mrs. Paul Rycaj, Mrs. Anna Wdowczyk, Mrs. Joe Ziembra, and Mrs. B. Cyszewicz.

Organizing the party were Eddy and Mary Zielinski, Tom and Tess Guise, and Rick and Diane Lobacz. Music was supplied by Popeye Mannings. Bartender services were supplied by Dick Faubert. Raffles went to Paul Mousseau and Kevin Whalen. Door prize went to Vic Bellini. Spot dance winners were Cathy Stojkiewicz,

Mario Gallino, and Mr. and Mrs. Carson Schultz.

Guest were: Mr. & Mrs. Tom Guise, Mr. & Mrs. Eddy Zielinski, Mr. & Mrs. Rick Lobacz, Mr. & Mrs. L. Vachon, Mr. & Mrs. A. Lariverre, Mr. & Mrs. T. Peters, Mr. & Mrs. M. Mousseau, Mr. & Mrs. P. Mousseau, Mr. & Mrs. Serato, Mr. & Mrs. Claude Masse, Mr. & Mrs. T. Pachal, Mr. & Mrs. C. Schultz, Mr. & Mrs. R. Prudhomme, Mr. & Mrs. Joe Cowan, Mr. and Mrs. K. Whalen, Mr. & Mrs. P. Vielleux, Mr. & Mrs. W. Dundas, Mr. & Mrs. A. Michel, Mr. & Mrs. K. Johnston, Mr. & Mrs. G. Amodeo, Mr. & Mrs. B. Bellini, Dick Faubert, Mr. & Mrs. R. Gallino, M. Gallino, Mr. & Mrs. Vic Bellini, Mr. & Mrs. R. Stevens, Mr. & Mrs. W. Mousseau, Mr. & Mrs. M. St. Pierre, Mr. & Mrs. Bimm, Mr. & Mrs. B. Roberge, Mr. & Mrs. Kevin Whalen, Mr. & Mrs. R. Robichaud, Mr. & Mrs. M. Schwertfeger, Mr. & Mrs. D. St. Pierre, Mr. & Mrs. N. Crites, Mr. & Mrs. R. Beaulne, Mr. & Mrs. L. Schultz, Mr. & Mrs. G. Vallier, Mr. & Mrs. J. Everad, Mr. & Mrs. D. Larivee, Miss Stojkiewicz and Mr. Dancy.

A children's Christmas party was held on the 17th of December. Approximately 40 children attended. Refreshments were served and entertainment was supplied by Bernie Roberge. Santa Claus (Robert Stevens) made a brief appearance and presented the gifts.

E. ZIELINSKI, PRES.

Scribe Urges Members To Be More Union Minded

L.U. 1739, BARRIE, ONT.—1978 resolutions will probably be forgotten by the time you read this so let's take a moment to recall and reaffirm them. I can even suggest a couple that you might care to add to your list. How about, 1) I will attend the monthly union meetings. 2) I will volunteer to assist on one or more of the committees. 3) I will bring another Brother to the meeting with me. 4) I will acknowledge what I believe those running the local affairs are doing right, as well as wrong.

'78 and Local 1739 will only be as good as we make them.

As the warmer weather approaches, I notice more and more of our 1739 shirts and jackets reappearing. If you don't have one yet or require a new one, get hold of Brother Hawkins or Brother Colpitts. Either will be more than happy to take your order.

Some of us have been tossing around the idea of a picnic this summer. The *Journal* constantly shows other locals having a great time. Personally I feel "anything they can do, 1739 can . . ." Show us your enthusiasm and willingness to help put it on.

All the best for '78.

BILL CARSON, P.S.

Report Covers Lives Of Two Local 1831 Brothers

L.U. 1831, CHICAGO, ILL.—Two men left us this January of 1978, but by different routes, one by death another by retirement.

Death came to our president, Brother John Larry Sullivan. He died on January 21, after a fatal illness of several months. Kindly remember Brother John Sullivan in your prayers.

On January 6, 1978, electrician Brother Al Serpico retired. Amtrak employees at 12th Street arranged a farewell party for Brother Serpico with coffee and cake. A presentation of small gifts and the usual hand-shaking farewell greetings were the order of the day.

A few words to portray both men are in order. John Sullivan died at the age of 57. He came from a family of ten children. He was married to Jayne Sullivan for 30 years. They have no children. Brother Sullivan hired out to the New York Central in 1947. There are at the Root

Street Coach Yard, now demolished, he was often seen atop the 90-foot steel towers putting in 1,000 watt lamps in the floodlights. The snow would be fluttering down and engines clanking below, but John thought nothing of this. Later he went to work for the Indiana Harbor Belt Railroad as a diesel inspector. He joined Local 794 which was comprised of electricians from the New York Central, Santa Fe, and Illinois Central Railroads. He attended all the meetings except if he was sick. His drive stemmed from his desire to be a "union man."

In 1953 the New York Central electricians, despairing of a voice in Local 794, broke away and obtained a charter for their own Local 1831. Brother Sullivan served as committeeman, later recording secretary for six years, local chairman for 15 years, and most recently as president for five years. All for the men of Local 1831.

He guided the destiny of Local 1831 with an instinct, as it were, of what would work and what would not. It is ironic that he failed to live to see the forthcoming 25th anniversary of Local 1831 this May. Brother Sullivan was a natural leader, intelligent, impressively handsome and polite. His wife, Mrs. Jayne Sullivan, sums up her husband this way: "He was a good, beautiful man. It was my privilege to be loved by such a man. He had a beautiful death. When the end came, John told me, 'I haven't much time left, hold me.' He looked at me so beautifully when he died as if to say, 'Everything is okay.' He has given me his strength. I prayed for him."

But, Death
Brings night of the body,

Light of the soul,

Love it cannot touch

Because love lives forever.

Al Serpico worked as a laborer in 1937 for the Pennsylvania Railroad then as electrician and later labor foreman and again as an electrician. He is retiring as an electrician from Amtrak.

Brother Serpico is 60 years old and in good health. He is married, has two children and four grandchildren. He has a good attendance record and has never been late for work. He has been awarded a 25-year safety badge for having no accidental injury on the job. Brother Serpico likes to travel, but plans to relax this winter. He likes to see sporting events and enjoys time with his children and grandchildren. Al enjoyed working with the different people and sums it up this way: "I'm happy to go but I will miss the fellows."

In the routes we take, whether it be by death or retirement, God's finger beckons us. May He grant a heavenly sojourn to Brother John L. Sullivan, and good health and many years to Brother Al Serpico.

TONY PUISHS, P.S.

Seven-Week Strike Ended at Local 1962

L.U. 1962, VIDALIA, GA.—Since organizing in 1975, this local has only had a couple of articles in the *Journal*, but I hope we will do better in the future.

We have just returned to work after a seven-week strike against Federal Pacific Electric Co. We went out November 28, and returned to work on January 16.

We didn't get the contract we wanted or deserved, but we feel we have learned a lot which will be valuable in future negotiations. Federal Pacific Electric is a large corporation, with many plants, and most of these have contracts with IBEW. In the next couple of years, coordinated bargaining will be our main goal.

A special thanks goes to our Negotiating Committee: Doyle Burnett, International Representative, Ronald Cardell, Charlene Sikes, Bobby Curl, Bobby Grayer, and Kathryn Burkett.

We would also like to express our deep appreciation to the locals in the Fifth District who donated moral as well as financial support.

The biggest thanks of all goes to the members who were faithful and worked so hard during the strike. Out of 452 members, we had only three scabs to cross the picket line.

The meetings are still the second Tuesday at 4:30 p.m. at the Southern Cafe.

BRENDA DAVIS, R.S.

Retiree



President Granville Geake presenting a gift to retiree Margaret Johnson of Local 2074, Bangor, Pa.

Committee



Members of the Entertainment Committee are Agnes Savercool, Verna Miller, Erma Fisher, Pat Impeciati, and Charles Marsh.

Management Joins Members In Credit Union

L.U. 2074, BANGOR, PA.—In November of 1977, about 30 percent of the local's membership joined by members of our plant management, formed a Federal Credit Union. This was a happy event for the officers of the local as we have toiled long and hard to get the Company to agree payroll deductions for a credit union. The new organization is known as the Slate Belt Federal Credit Union. The officers are: Candice Ace, president; Jules Moschini, vice president; Robert Predmore, treasurer; Patricia Impeciati, secretary; and Craig Warrick, assistant treasurer. Members of the Credit Committee are Donald Smale, Stephen DeFranco, and Neil Albert. Members of the Supervisory Committee are Granville Geake, Donna Patterson, and Gary Surch. Everyone extends their best wishes to these individuals who are giving of their time to get this new credit union off to a good start.

Also in November the local held its annual dinner-dance and honored our retiring Brothers and Sisters. The retirees were presented with IBEW retired pins and each received an inscribed pen set. Those honored were Margaret Johnson, Stella Rossi, David Oxford, Joseph Loeb, and Stanley Korzenowski. The affair itself was quite festive, the food was delicious, the company enjoyable and the music very danceable, especially the group dances in which almost everyone joined in. I'm sure everyone who was present this year is looking forward to the next outing.

In December the local sponsored a Christmas party for the membership. The Ladies Aux-

iliary of the Roseto American Legion did a fine job on the food and everyone had a pleasant evening. We were pleased to see the interest shown by the members working on the second shift as the party was held on a Saturday in consideration of their schedule.

Now it's January and we are all safely through the holidays and ready to settle in for a long winter's work. May I remind the members that this is an election year and nominations for officers will be held next month, May.

PATRICIA IMPECIATI, P.S.

Safety Award



Local 2154, Buffalo, N.Y., Safety Chairman Gerald P. Syracuse, receives the Harry Reed Award of Commendation at the National Safety Congress and Exposition from Joseph M. Short.

Local 2154 Receives Harry Reed Award of Commendation

L.U. 2154, BUFFALO, N.Y.—Our local union received the Harry Reed Award of Commendation at the National Safety Congress and Exposition held October 17-20, 1977.

Joseph M. Short presented Gerald P. Syracuse with the Harry Reed Award of Commendation at the National Safety Congress and Exposition for the outstanding safety program it has presented for the year 1976.

On behalf of our local, as Safety Chairman, I would like to thank the National Safety Awards Committee. Also, our Safety Committeemen: Peter Bocolucci, John Carberry, Ronald Dates, Alfred Harrington, Kenneth Hamman, James Lomanto, James McCarthy, William Lucas, Robert Martin, Raymond Osswald, Peter Quagliana, Roger Peck, James Ryan, Arthur Scherff, Norman Seward, Paul Stoeckl, and Edward Meyer for their many hours devoted to our safety program. Without their efforts, this award would not have been possible to achieve.

I would also like to take this opportunity to thank Henry L. Ringle, business manager, for his cooperation towards our safety program.

GERALD P. SYRACUSE, SAF. CHRMN.

New Project To Provide Many Jobs for Members

L.U. 2230, PATCHOGUE, N.Y.—I am happy to report that, due to the hard work and dedication of Congressman Jerome A. Ambro, Jr., (D-N.Y.) and Congressmen Thomas J. Downey (D-N.Y.), the Brookhaven National Laboratory, located at Upton, Long Island, New York, was selected to build the "Isabelle," a new colliding beam accelerator to be used in nuclear research. The accelerator will be six or seven years in construction which will mean many new jobs for Long Island and new members for our local.

Our local held a gala Christmas dinner-dance on December 22, 1977, at the Knights of Columbus Hall in Patchogue, Long Island. The Dance Committee was made up of Chairman Carnal Hobson, Brothers Joe O'Reilly, Steven Gracia, and Jerry Svoboda, and Sisters Kaye Brown and

Cynthia Morgan. A "Wheelbarrow of Cheer" was raffled off at the affair and won by Brother Herman Stelling of the Sheet Metal Shop. Door prizes also won were two canned hams, a pocket radio, a pocket calculator, and a hot dog cooker. Other locals represented at the dance were Locals 25, 1049, and 1922 and Local 1108 of the Communications Workers of America. My thanks go to them for their participation and to the Dance Committee for a job well done.

CHARLES GEONIE, JR., PRES.-P.S.

Brother John Maney, Sr., Mourned by Local 2297

L.U. 2297, ALAMEDA, CAL.—December has taken one of our dear Brothers, John S.E. Maney, Sr. John, who was our recording secretary from the start of Local 2297 in March of 1970, and a charter member of the local, passed away on December 23.

Last May, John was retired from work at NARF, Alameda, because of a kidney problem, and had to go on a kidney dialysis machine for a few hours a day. Mr. Maney was also a retired Navy chief.

All of the Brothers and Sisters who knew John are very sad, and will miss his happy face around the meeting place and the job, where he put in a lot of time and effort. We all feel that he is now in good hands, though, and will be looking down on us. May he rest in peace.

Local 2297 joined with the M.T.D. in February of 1976 and formed a Federal Employee Metal Trades Department. The union won the election for the new PWC in Oakland, and we are now in the process of negotiating a first-time contract with PWC for all Craft Personnel.

We are also to start contract talks with Naval Air Rework Facility in Alameda, and one at Naval Regional Medical Center at Oak Knoll Hospital in Oakland. We cannot talk about wages, but working conditions and working hours will be very important issues. Safety, Health, and Apprenticeship Training are the most important things in our contract talks at present.

GRANT C. BROWN, B.M.

United Way Drive Yields \$120,000

L.U. 2320, MANCHESTER, N.H.—We recently ended our United Way Campaign and are happy to report that the amount pledged was \$120,000 which was a 13 percent increase over last year. Thanks to all of the membership for such a fine response. Many people will be helped because of your kindness.

In the Manchester, New Hampshire, Accounting Office we have a new chief steward, John Pamula. Congratulations, John!

At the February Executive Board meeting Mr. Joseph Mello of the Retail Clerks Local 1445 spoke on the Alexander Supermarket strike and boycott and urged the membership to adhere to this boycott and not patronize these stores.

Local 2320 conducts nine monthly meetings throughout the state. All members are urged to attend these meetings.

OLIVE M. LAFOND, P.S.

Telephone Workers Laid Off Again in New England

L.U. 2323, PROVIDENCE, R.I.—Once again telephone Workers in New England will undergo layoffs. On Wednesday, January 4, 1978, the management of New England Telephone Company announced the layoff of 494 employees. Two work classifications will be effected—Central Office repairmen and toll testmen, 343 Central Office repairmen and 151 toll testers are the actual breakdowns of the two crafts. The date for layoff is February 4, 1978. The layoff encompasses the five New England states.

The Company cites the reason for layoff as technological advances and the automation process. This is the fourth layoff of plant personnel in as many years. Opportunities for inter-company transfers have been offered to certain Central Office employees excluding those who are in the Electronic Switching System kind of work. The results and numbers of these transfers are not yet known.

The Supplemental Income Protection Plan, commonly known as SIPP, was offered to 522 employees with 41 takers. Reductions of like numbers from the layoff list will be made.

Alternate employment is being offered by the company mainly in the area of building attendant and garagemen's jobs. The number is 59. In the main, these jobs are located in metropolitan Massachusetts.

Layoffs and the subsequent rearrangements that will follow will be accomplished via the criteria of Net Credited Service.

Another area of concern to the union in Rhode Island is our Traffic members. The company in Rhode Island has proposed to automate the 411 information operators into a system known as Directory Assistance Charging.

In essence, a subscriber would be allowed three free information calls and thereafter be charged at the rate of 20 cents per call. If Directory Assistance Charging is allowed, the results are obvious. A reduced calling rate estimated by the Company itself at 53 percent. This local can foresee a reduction of approximately 139 jobs from its present directory operator work force of 326. The union will appear and testify at Department of Public Utility hearings scheduled for March, 1978, in efforts to forestall this problem.

The local extends its best wishes for a long and happy retirement to Brothers Joseph Strzpek, John K. Kelly, Antoine LeClerc, and to Sisters Dorothy Perkins, Julia G. Keane, and Donna Kelly.

JAMES F. KILEY, B.M.

Party



George Mettler as Santa Claus at the children's Christmas party given by Local 2331, Circleville, Ohio.



Ruth Strawser as Raggedy Ann, Jeannie Haubiel as Santa's helper, Audrey Mettler and George Mettler as Mr. and Mrs. Claus.

Annual Christmas Party A Total Success

L.U. 2331, CIRCLEVILLE, OHIO—We would like to congratulate Sisters Georgia Tigner, Phyllis Wood, Esther Reed, and Brother Walt Crawford for the fine job they did in the organizing of the annual Christmas party for the children of the local.

A special thanks goes to Brother George Met-

Party



Santa and the children of Local 2331.



The committee for the Christmas party: Vice President Georgia Tigner, Executive Board member Walt Crawford, Financial Secretary Phyllis Wood, and past Treasurer Esther Reed.

tlter and Sister Audrey Mettler who delighted everyone as Mr. and Mrs. Santa Claus, Sister Ruth Strawser who pleased the children as Raggedy Ann, and Jeannie Haubiel who assisted the Clauses as their helper. A note of appreciation is also extended to Rick Wood's wife Conda; and Georgia Tigner's husband and daughter, Ralph and Janie. Together everyone helped to make the party a total success.

As of the first of the year, the company still won't cooperate with the local on the matter of grievances. There are over 50 grievances in limbo; and more being filed every day.

At the December union meeting, a proposal was placed to temporarily increase the monthly union dues. This will be voted on by secret ballot of the members at the regular monthly meeting in February.

Remember: People are the union and they can make it as strong as they wish. So support your local union and representatives.

PAT WHITE, P.S

Officers



Left to right are Ray Mohr, president; Dave Lile, vice president; Betty Kurtzer, recording secretary; Vicky Keck, treasurer; LaVon Schultz, financial secretary; Sharon Buskirk, chairman of Executive Board; and Executive Board members Helen McKenzie, Roy Gugat, Jesse Boller, and Edie Kohout of Local 2366, Lincoln, Nebr.

Party Held; Work Booming

L.U. 2366, LINCOLN, NEBR.—Christmas is over, and here we are almost a month into the new year of 1978. Hope everyone had Happy Holidays!

Our annual Christmas party was held at the Izaak Walton League on December 17, 1977. From the experiences of past Christmas parties, we as officers of this local really feel that this

Door Prize Winners



Left to right are John Aiken, Dick Piper, Earlene Jurey, Kim Francisco, Barb Schneider, Barb Murdock, Connie Jones, Jean Masek, Sandy Price, Steve Price, Pat Lille, LouAnn Rogers, Mary Jane Kennedy, and Rod Rogers.

was the best of them all. The food was very good and the band seemed able to play whatever was asked for. We all certainly hope that everyone had a good time and that they will plan to attend again next year.

Negotiations will be starting both nationally and locally now in February. By the time this goes to press, we hope all of the issues are settled. At the present time, we are working hard on the proposals that our membership has expressed to us as issues they feel need to be discussed and changed.

Overtime is still booming and it probably will be through February. Much of the membership is really getting tired of it.

Our annual picnic will be held on June 4, 1978, at the Izaak Walton League. Plans are being made at this time. Anyone that wants to help should get in touch with the officers.

BETTY KURTZER, R.S.

Vice President



Terry Luna is sworn in as the new vice president of Local 2371, Roseville, Cal. From left are Terry, Ernie Tucher, Terry Landen, and Earl Esler.

Union Elections Should Bring Members Out

L.U. 2371, ROSEVILLE, CAL.—With contract negotiations between labor and management barely behind us, the union must undergo an inner-struggle as the election for union officers draws close.

Currently, Earl Esler is our president, Terry Luna is our vice president (having recently replaced Rich Anderson, who joined the salaried ranks in the office), Kathy Rodman is our financial secretary, and Eddie Leach is our treasurer. Nominations for the offices will be on May 15, with the election to take place in June.

Many members of this union seem motivated to attend meetings only when a decision affecting their paychecks is to be voted on. The subject of lowering the union dues is currently surfacing again, and this never fails to bring out people who haven't been to a meeting in months. The photo of Terry Luna being sworn in does not adequately display the splendor of the debris-filled storage room where we currently gather for meetings. A vote to set aside money to fix up our meeting place seems more sensible. Such a vote would most likely be close.

ROGER A. BLISS, P.S.

Florida Retirees Enjoy Christmas Party

RETIRED ELECTRICAL WORKERS CLUB OF FLA., WEST COAST—We held our Christmas party on December 1 and a chicken dinner was brought in and enjoyed by all 21 persons present. Cakes, cookies, ice cream, and other desserts were furnished by the ladies and the outgoing president. A good time was had by all.

After over-filling ourselves we had a business meeting at which we observed a moment of silence in honor of Brother William A. Goranson, who passed away on November 21, 1977, at the age of 91. He was a retired member of Local 134.

After the business meeting the gavel was turned over to the incoming president, Lester Wright, Jr., by the outgoing president, William C. Knight. Then we enjoyed several games of cards and called it a good day.

We meet the first Thursday of each month at 4130-16th Street N., St. Petersburg, Fla., and would like any retired union electrician to come visit with us and perhaps join our membership as we are losing members through the old age process. For information phone President Wright at 381-1045 or myself at 722-6188.

WILLIAM C. KNIGHT, P.S.

Election of Officers To Be Held

NORTH FLORIDA CHAPTER, L.U. 3, NEW YORK, N.Y. RETIREES ASSOCIATION—We plan to hold our election of officers in March and have our luncheon in April. We are looking forward to our luncheon which will prove to be a good time for all.

At our last luncheon in October, everyone enjoyed the food and the music, which was superb. The music seemed to lift us off our seats and we danced in the aisles. Our chairman, Charley Bullo, extolled the virtues of the committee who worked diligently to make the luncheon a success.

During the past year we wrote letters to the Electric Company and to the commissioners to help stop the run-away increases in our electric bills. We attended public meetings with the FP&L and the commissioners. However, a raise in the future bills was forthcoming, due to inflation and a stagnant economy.

We wrote to our congressman and senators to help pass the Labor Law Reform Bill. Our recording secretary furnished cards for this purpose. Thank you Robley Jarvis.

DAVID BLANC, P.S.

Party



Herman Dudak and Mr. Lyle leading the community songs at the San Francisco Local 6 Retirees Club Christmas party.

Retirees Christmas Party A Popular Event

SAN FRANCISCO LOCAL 6, RETIREES CLUB—San Francisco Local 6 Retirees Club did it again! At our Annual Christmas party we had 100 members and their wives. Some had to travel

Party



The kitchen crew.



Dorothy Dudak, Edie Pressey, Herman Dudak enjoying the party.



Karl Peter and our mascot "Frisco."

50 miles or more, but they wouldn't miss this gala affair.

As usual the ladies did a beautiful job on the table decorations and the delicious food.

It wouldn't be Christmas without Karl Peter's liquid refreshment and Mrs. Lyle at the piano for the community singing. The carols were lead by president, Herman Dudak. Sam Schreiber and his kitchen crew had the place cleaned up in no time!

1978 promises to be a bigger and better year. We have 40 to 50 members who attend the monthly meetings where we have a planned program. Speakers from Pacific Gas and Electric, Pacific Telephone, Lawrence Radiation Lab, etc., keep us posted on the latest developments in their companies.

HERMAN DUDAK, PRES.

Scribe Reviews Yearly Club Activities

RETIREES CLUB OF LOCAL 271, WICHITA, KANS.—As the year 1977 comes to an end our club will remember those happy days and the eventful-rewarding efforts of our clubs Brothers and Sisters.

There were sad days too by the death of our

Anniversary



Members of the Retirees Club of Local 271, Wichita, Kans., at the anniversary party for Brother and Mrs. Ball. Left to right are Harold Drees, Phil Hoffman, Ron Sweem, Elmer Edgell, and Fred Brose.



Brother Glen and Irene Ball of their 50th wedding anniversary party.

Brother Nathan Dixie Dugan and Sister Lillian. Dixie was a member of our E. Board and a truly swell guy. His wife Ruby is an active member of our club, Lillian was the wife of our popular Brother Jim Wallace.

Our club members operated and represented the electrical trade Local 271, state AFL-CIO booth at the state fair at Hutchinson, Kansas. Many area electrical contractors, suppliers and company representatives donated many nice giveaway items for our club to hand out or with hourly drawings. We were truly the shining star among the several skill crafts represented at the fair.

We were very active in our support of President Carter's plans to restore the financial integrity of the social security system. We received support from many of the National Council of Senior Citizens members, many union craftsmen and our congressman and senators. Our club is a charter member of the NCSC.

We will adopt a needy family again this Christmas season. This is one club effort that really touches our heart.

Several members of our club are active in volunteer programs to help to bring a little happiness to the infirmed and disabled. Brother Phil Hoffman, chairman of our E. Board drives a mini-bus for the Red Cross to bring those grand older citizens to a hot meal at one of our local churches who are a part of this program. In-clement weather or not, Phil gets those wonderful older folks to a very nice meal. He is one swell guy.

As to talent, our club has much to be thankful for. Our Brother and Sister Clarence and Bernice Ralston have organized and direct a orchestra of over sixteen senior citizens, the "Goldenairs" as they are called. They bring much enjoyment to those in nursing homes, etc. Our senior club member, Elmer Edgell, 83 years young plays a saw in the "Goldenairs" music group. He recently received his 50-year pin and certificate from our IBEW and Local 271.

Our club members were proud to attend the 50th wedding anniversary of our very nice Brother and Sister, Glen and Irene Ball, November 6. The exciting moment was the repetition of their marriage vows. We all wish Brother Glen and his pretty wife, Irene, many happy and exciting golden years.

We want to thank Bob Knapp, business man-

ager of Local 271, the officers and members for being so cooperative and generous to our Retiree's Club. We are making every effort to be your best salesman.

We meet the second Tuesday of each month in our Local 271 hall at 1040 South Broadway. We want to hear from you retirees. Do visit with us when you are in Wichita, Kansas. We will both be happy.

HAROLD A. DREES, P.S.

Turnout Great For Children's Party

RETIRES CLUB OF LOCAL 349, MIAMI, FLA.—We had an excellent turnout for the annual children's Christmas party held here at Local 349, December 17, 1977. There were lots of prizes for both the children and adults. I had the pleasure of having my grandson visiting me during the holidays. He is from Lima Peru, and he had the time of his life at the Christmas party. His father was a member of Local 349. The local also held a New Year's party. The party was a big success, as always, and everyone had a good time. Harry Darby, president of the Retirees, celebrated his 80th birthday, New Year's Eve. Happy Birthday "Uncle Harry."

Well our union members are scattered all over the USA, and I wish them all a very happy and healthy New Year, and hope to see them home soon.

ALBERT FRENSDORF, P.S.

Scribe Reviews Last Meeting of 1977

RETIRED MEMBERS CLUB OF LOCAL 488, BRIDGEPORT, CONN.—The retirees held their last meeting of the year 1977, as usual on the last Saturday of the month. However, this year the meeting held triple significance to us all. First, the last Saturday of the month was the last day of the year also, and this day was always special to all of us while we worked. Like the day before Christmas, on the day before New Year, we always celebrated on the jobs with a small party, wishing each other a Happy New Year. Second, this was our regular meeting anyway, during which we usually wish each other well. And third, this year this day was our president's day. Joseph Zahornacky wanted to show his gratitude to all the Brothers who participated in the visitation, to the Holy Name of Jesus Church, on November 27, to honor him and his wife upon the occasion of their Golden Wedding Anniversary. Accordingly he invited all of them to this meeting, to partake in a small measure of his generosity while he thank them personally. This he did as soon as each of them appeared at the door. Our guest book showed the following Brethren came: Ted Bache, Stephen Ballog, Dominic Battistelli, Harold Boyle, Joseph Budoski, Harrison Burger, John Buydos, Frank Capasso, Frank Carroll, Jr., president of Local 488, William Flynn, Clarence Friedman, Kenneth Haug, Gustave Hermonite, Stephen Hunyadi, Joseph Javorsky, Stanley Mally, Frank Mizak, David Nettleton, Business Manager of Local 488, William Nitsche, Sr., William Oldham, John Sedlak, Phil Stein, Walter Siembab, Alfred Sokol, Emanuel Steinhardt, Quinty Tomassetti, Charles Whiteley, and of course the host, President Zahornacky.

The meeting was brief, and the business at hand was already prepared by the three assisting hosts, Ted Bache, John Sedlak, and Walter Siembab. Then began the usual Local 488 conviviality, called the brotherhood spirit. Tales began to be spun, each member had his own personal and unique way of sharing it with others. The gathering lasted far beyond the usual time of our departure. Moreover this party was by far the best we ever had on any job, in the past years. Sometime during the brief lull, Brother Zahornacky expressed his gratitude again, to all the members, and through them to their wives, for their magnanimous manifestation of

Brotherly love and friendship, in behalf of his wife and himself. He thanked them for that splendid gift, the gold framed, "Certificate from The Holy Father, Pope Paul VI, blessing their marriage." And for the beautiful souvenir book for their Golden Wedding Anniversary. "With friendships like yours," he said, "this life is truly worth living for." He concluded with, "God bless you all; a happy and a prosperous New Year to you all."

STEPHEN J. HUNYADI, P.S.

Party



Brothers Ed Jennings, Dave Crocker, and Clyde Craig decorating hall for annual Retirees Club of Local 728, Ft. Lauderdale, Fla., Christmas party.



Woody McCall insisted that he be allowed to hang the star.

Retiree of the Month



Paul Burt is the Local 728 retiree of the month. He is shown here with wife, Mary.

Scribe Reviews 1977 Happenings

RETIRED MEMBERS CLUB OF LOCAL 728, FT. LAUDERDALE, FLA.—We did not like 1977 at all. It was a very depressing year. First Stan Yablonsky and Paul Havanki passed away. Then Paul Gerlock, my diving partner, Silas Gehl, our fishing buddy, Russel Schoonover, our working partner, George Bower, our lodge brother, Wallie Nelsen, our fellow columnist are gone from the earth they loved so well. There will be a void in our life that will be hard to fill. One does not replace friends like these people in their later days. Our own sickness prevented us from visiting them in their latter days.

Newest Retiree



Local 728 Retirees' newest member George and Vi Shalay.

It was good to see so many of you decorating the local union hall for the Christmas party. They have been good to their retired members, even leaving the decorations up for our Christmas party on January 10. We enjoyed that one so much that we want another one. Come on fellas let's plan these dinners more often. The hall or the picnic area doesn't cost us anything. We know it means more work for the ladies, but you members can help some.


When we first thought up keying on one particular member each month, the question was how to pick them. At the beginning we only picked members that the press secretary knew enough about without the member's knowledge. Then about the ones we had photos of, then we featured a lineman. Now we will use one of our traveling members. Although we didn't get much out of him as he just retired from Local 269 Trenton, New Jersey, in 1973, Paul Burk has suffered through a hip transplant in the short time he has been with us, and can only ride and enjoy the scenery and the weather that is here all the time.

He likes it here so much that he has joined the Ft. Lauderdale Garden so we should have flowers at our meetings along with doughnuts. He likes it here so much that he thinks he is on one grand vacation.

When the white men discovered this country the Indians were running it. They had no taxes or debts and the women did all the work. The white man thought he could improve on a system like that!

SAM HIGGINS, P.S.

**TAKE UNION-LEARNED
SAFETY HABITS
ON YOUR
UNION-EARNED
VACATION**



DRIVE SAFELY!

IN MEMORIAM

Prayer for Our Deceased Members

Our Father in Heaven, more of our Brothers and Sisters have finished their work on this earth and have gone to their final resting place. Have mercy on their souls, we implore You, and help their grieving families and friends to sustain their losses. We pray for the leaders of our troubled world, and ask You to bless them with divine guidance. Amen.

EWBA Death Claims Paid in January, 1978

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
3	Brohan, F. R.	\$1,400.00	872	Richards, H. N.	1,400.00	Pens.(66)	McClanahan, J. W.	1,400.00	Pens.(300)	Perras, G. J.	1,600.00
3	Kulbitsky, P. P.	1,400.00	881	King, J. Q.	400.01	Pens.(66)	Payne, M. G.	1,400.00	Pens.(300)	Thuren, G. A.	1,400.00
3	McGonigle, J. F.	1,400.00	968	Anderson, Jr., C. E.	1,400.00	Pens.(68)	Yannacito, J. J.	1,600.00	Pens.(302)	Davis, E. W.	1,400.00
3	Ruschmeyer, H.	1,400.00	993	Woodbury, S. S.	466.66	Pens.(76)	Henderson, W. E.	1,400.00	Pens.(306)	Moncrief, B. P.	1,600.00
8	McKie, R. A.	1,400.00	1253	Cobb, H. F.	1,400.00	Pens.(77)	Baker, S. W.	1,400.00	Pens.(307)	George, V. I.	1,400.00
12	Grinstead, G. A.	1,600.00	1377	Brown, E. F.	1,400.00	Pens.(77)	Hobbs, C.	1,400.00	Pens.(308)	Borstel, F. J.	1,400.00
18	Dreher, W. M.	1,600.00	1426	Kadrlike, D.	1,400.00	Pens.(77)	Parks, O. L.	1,600.00	Pens.(309)	Kassing, A. F.	1,400.00
25	Carter, F. J.	1,400.00	1527	Arnold, W. M.	1,400.00	Pens.(77)	Rollins, J. F.	1,400.00	Pens.(312)	Cantrell, L. H.	1,400.00
38	Keyes, Jr., P. W.	1,400.00	1620	Roberts, O. L.	1,400.00	Pens.(77)	Yedlick, J.	1,400.00	Pens.(313)	Holloway, H. L.	1,400.00
40	Clausen, G. L.	1,600.00	1788	Lawrence, D. A.	1,400.00	Pens.(84)	Ham, H. W.	1,400.00	Pens.(324)	Fitzgerald, H. M.	1,400.00
46	Crandall, W. D.	1,400.00	1832	Sullivan, H. M.	1,400.00	Pens.(84)	Farrell, N. B.	1,400.00	Pens.(338)	Allen, R. M.	1,400.00
48	Tomlinson, R. S.	1,400.00	1844	Fetko, G.	1,400.00	Pens.(86)	Farrell, W. H.	1,400.00	Pens.(340)	Merth, N. J.	1,400.00
57	Timothy, G.	1,400.00	I.O.(25)	Heilig, R.	1,400.00	Pens.(86)	McCabe, E. G.	1,400.00	Pens.(345)	Hathaway, Jr., W. H.	1,400.00
71	Gandee, J. T.	1,400.00	I.O.(134)	Zitkus, A. L.	1,400.00	Pens.(96)	Vanzylstra, C. C.	1,400.00	Pens.(350)	Montagne, E. H.	1,600.00
77	Good, L. T.	1,400.00	I.O.(499)	Geisinger, L. W.	1,400.00	Pens.(98)	Martin, B. J.	1,400.00	Pens.(353)	Noble, Jr., J.	1,400.00
77	Black, R. W.	1,400.00	Pens.(1)	Anthony, A. A.	1,400.00	Pens.(98)	Narish, P.	1,400.00	Pens.(353)	Weir, H. B.	1,400.00
90	Walden, Jr., M. A.	1,400.00	Pens.(1)	Roberts, W. T.	1,400.00	Pens.(98)	Powers, L. E.	1,400.00	Pens.(357)	Ault, I. H.	1,400.00
96	Galdaukas, D. F.	1,400.00	Pens.(1)	Summers, A. W.	1,400.00	Pens.(103)	Preble, F. P.	1,400.00	Pens.(357)	Moyer, W. L.	1,400.00
98	Longbottom, F. J.	1,400.00	Pens.(2)	Bebich, J.	1,400.00	Pens.(103)	Queoney, J. F.	1,600.00	Pens.(358)	Black, C. F.	1,400.00
103	Kelley, Jr., J. J.	1,400.00	Pens.(2)	Jones, C. P.	1,400.00	Pens.(103)	Wolfe, R. R.	1,400.00	Pens.(361)	Eberhart, P.	1,400.00
124	Smith, Jr., I. R.	1,400.00	Pens.(3)	Bako, J. V.	1,600.00	Pens.(110)	Vodinelich, J.	1,400.00	Pens.(387)	Townsend, O. L.	1,400.00
134	Bell, R. E.	1,400.00	Pens.(3)	Cooke, J. A.	1,400.00	Pens.(121)	Felsky, Jr., P.	1,400.00	Pens.(390)	Oglesbee, G. B.	1,600.00
134	Benedict, R. A.	1,400.00	Pens.(3)	Danilowicz, I.	1,400.00	Pens.(124)	Herdson, J. L.	1,400.00	Pens.(397)	Williamson, W. P.	1,600.00
134	Budowick, N.	1,400.00	Pens.(3)	Fenton, W. M.	1,400.00	Pens.(125)	Atchison, E. E.	1,600.00	Pens.(398)	McMillan, W. F.	1,400.00
134	Coleman, G. N.	1,400.00	Pens.(3)	Finn, M.	1,400.00	Pens.(125)	Braun, J. G.	1,600.00	Pens.(399)	Hunsberger, F. W.	1,400.00
134	Flannery, J. T.	1,400.00	Pens.(3)	Flood, F.	1,400.00	Pens.(125)	Chandler, F. D.	1,400.00	Pens.(403)	Langdorf, P. W.	1,400.00
134	McNitt, K. P.	1,400.00	Pens.(3)	Grevett, H.	1,400.00	Pens.(125)	Haasheim, C. N.	1,400.00	Pens.(407)	Leonard, F. C.	1,400.00
134	Miskatovic, W.	1,400.00	Pens.(3)	Halligan, V. J.	1,600.00	Pens.(125)	Mann, N. J.	1,400.00	Pens.(408)	Langdorf, P. W.	1,600.00
134	Rock, R. L.	1,400.00	Pens.(3)	Lintz, R. E.	1,400.00	Pens.(125)	Shipley, T. E.	1,400.00	Pens.(413)	Easterling, C.	1,400.00
134	Ryan, J. F.	1,400.00	Pens.(3)	Macchi, M.	1,400.00	Pens.(126)	Wagner, F. S.	1,600.00	Pens.(414)	Reisinger, C. W.	1,600.00
134	Woliek, S. P.	1,400.00	Pens.(3)	Nadelman, D.	1,400.00	Pens.(129)	Barnes, E. J.	1,400.00	Pens.(420)	Nortoski, W. W.	1,400.00
134	Gillespie, D. A.	1,400.00	Pens.(3)	Sinapi, F.	1,600.00	Pens.(129)	Botamer, L. R.	1,600.00	Pens.(421)	McMahon, E. G.	1,400.00
136	Bartee, C. S.	1,400.00	Pens.(3)	Sommer, S.	1,600.00	Pens.(130)	Obitz, G. C.	1,400.00	Pens.(425)	Law, E. W.	1,400.00
136	Miller, J. H.	1,600.00	Pens.(3)	Walder, J.	1,400.00	Pens.(134)	Arold, E.	1,400.00	Pens.(440)	Fischer, P. E.	1,400.00
143	Sellers, E. G.	400.00	Pens.(3)	Wamsanz, J. F.	1,400.00	Pens.(134)	Brummerstedt, D. H.	1,400.00	Pens.(440)	Long, A. L.	1,400.00
145	Lulich, T. P.	1,400.00	Pens.(3)	Christian, J. J.	1,400.00	Pens.(134)	Bryan, J. F.	1,400.00	Pens.(453)	Lawrence, A. H.	1,400.00
146	Read, D. F.	466.66	Pens.(5)	Flaus, W. J.	1,400.00	Pens.(134)	Carney, H. F.	1,400.00	Pens.(453)	Tabor, F.	1,400.00
160	Darsow, R. C.	1,400.00	Pens.(6)	Sabella, A. A.	1,400.00	Pens.(134)	Carney, J.	1,400.00	Pens.(456)	Pietrucha, J.	1,400.00
202	McIntyre, W. H.	1,400.00	Pens.(8)	Russell, J. A.	1,400.00	Pens.(134)	Clute, J. S.	1,400.00	Pens.(465)	Smith, D. C.	1,400.00
212	Dorsey, W. G.	1,400.00	Pens.(9)	Conlon, E.	1,400.00	Pens.(134)	Collins, W. M.	1,400.00	Pens.(471)	Michaud, B. F.	1,400.00
212	Conter, F. J.	700.00	Pens.(9)	Dalton, J. J.	1,400.00	Pens.(134)	Fisher, F. E.	1,400.00	Pens.(477)	Field, T. W.	1,400.00
258	Hudec, L. V.	1,400.00	Pens.(11)	Barnes, J. E.	1,400.00	Pens.(134)	Folger, A. J.	1,400.00	Pens.(477)	Grosche, E.	1,400.00
276	Welter, F. L.	1,400.00	Pens.(11)	Gress, W. M.	1,600.00	Pens.(134)	Gisch, H. F.	1,400.00	Pens.(489)	Daugherty, C. V.	1,400.00
280	Maring, W. C.	1,400.00	Pens.(11)	Hanson, E.	1,400.00	Pens.(134)	Hunt, J. F.	1,400.00	Pens.(492)	Worrall, F.	1,400.00
292	Rice, R. W.	1,400.00	Pens.(11)	Hayes, G. H.	1,400.00	Pens.(134)	Johnson, H. G.	1,400.00	Pens.(494)	Bruch, D.	1,400.00
309	Maddox, W. G.	1,400.00	Pens.(11)	Hopkins, A. E.	1,400.00	Pens.(134)	Kadlec, T.	1,400.00	Pens.(494)	Clemens, R.	1,400.00
312	Fraleigh, J. F.	1,400.00	Pens.(11)	Kincaid, J. H.	1,400.00	Pens.(134)	Kenny, J. L.	1,400.00	Pens.(494)	Covey, C. W.	1,400.00
344	Crampton, L. G.	1,400.00	Pens.(11)	Kline, H. A.	1,400.00	Pens.(134)	McLaughlin, F. W.	1,400.00	Pens.(494)	Preunel, P. M.	1,600.00
353	Hunter, G. L.	1,400.00	Pens.(11)	Mann, R. L.	1,400.00	Pens.(134)	Nelson, G. A.	1,400.00	Pens.(512)	Lawlor, P. J.	1,400.00
353	Tapania, R. L.	1,400.00	Pens.(11)	Mateer, E. H.	1,400.00	Pens.(134)	Nield, E. C.	1,400.00	Pens.(512)	Willard, M.	1,400.00
353	Versigell, F.	1,400.00	Pens.(11)	Neill, J. F.	1,400.00	Pens.(134)	Sebastian, W. B.	1,400.00	Pens.(521)	Barkley, J. H.	1,400.00
364	Ritzman, F. O.	400.00	Pens.(11)	Owen, P. P.	1,400.00	Pens.(135)	Wolano, G. G.	1,400.00	Pens.(531)	Heyne, J. A.	1,400.00
369	Ferriell, B. L.	1,400.00	Pens.(11)	Schmell, H. J.	1,400.00	Pens.(136)	Foster, C. C.	1,600.00	Pens.(531)	Kilnowitz, W. E.	1,600.00
413	McGeary, D. C.	700.00	Pens.(11)	Wilson, G. J.	1,400.00	Pens.(136)	Milton, F. R.	1,400.00	Pens.(531)	Krueger, H. J.	1,600.00
415	Creswell, P. M.	1,400.00	Pens.(18)	Noble, W. P.	1,400.00	Pens.(141)	Duffy, M. J.	.02	Pens.(540)	Swartz, L. B.	1,600.00
424	Duwerkerk, J.	1,400.00	Pens.(18)	Winn, J. F.	1,400.00	Pens.(143)	Hocker, J.	1,400.00	Pens.(551)	McGowan, R. C.	1,400.00
477	Talley, D. B.	1,400.00	Pens.(26)	Schmid, G. L.	1,400.00	Pens.(145)	Justice, E. A.	1,600.00	Pens.(561)	Cianci, G.	1,400.00
479	Blansett, C. V.	466.66	Pens.(28)	Heimer, G. C.	1,400.00	Pens.(145)	Perrin, L. W.	1,400.00	Pens.(561)	Larocque, J. A.	1,400.00
494	Wolfram, G. F.	1,400.00	Pens.(34)	Hagney, G.	1,600.00	Pens.(145)	Winterbottom, A. E.	1,400.00	Pens.(561)	Thibault, P.	1,400.00
501	Lietz, O. J.	1,400.00	Pens.(38)	Jones, H.	1,400.00	Pens.(160)	Walton, W. E.	1,600.00	Pens.(568)	Morin, A.	1,400.00
538	Carpenter, J. L.	1,400.00	Pens.(41)	Hendler, C. A.	1,400.00	Pens.(163)	Baker, R.	1,400.00	Pens.(569)	Mulder, H.	1,400.00
558	Grigsby, P. E.	1,400.00	Pens.(43)	Riley, E. J.	1,400.00	Pens.(175)	Hill, J. E.	1,400.00	Pens.(569)	Powell, J. G.	1,400.00
568	Stacey, E.	466.66	Pens.(46)	King, A. D.	1,600.00	Pens.(210)	Davis, F. W.	1,400.00	Pens.(573)	Waldo, R. F.	1,600.00
569	Phillips, C. M.	1,400.00	Pens.(46)	Kucera, Jr., F.	1,400.00	Pens.(211)	Rawlins, J. J.	1,400.00	Pens.(574)	Reames, C. F.	1,400.00
584	Clemens, L. K.	1,400.00	Pens.(51)	Baker, G. F.	1,400.00	Pens.(212)	Glueck, A. W.	1,400.00	Pens.(581)	Steinkopf, F. C.	1,400.00
613	Cole, J. D.	1,400.00	Pens.(51)	Hall, W. H.	1,400.00	Pens.(213)	Malmsten, T.	1,400.00	Pens.(584)	Hammond, R. M.	1,400.00
613	Gower, B. A.	1,400.00	Pens.(51)	Krohn, G. J.	1,400.00	Pens.(213)	Rockhill, W. J.	1,400.00	Pens.(584)	Myers, E. V.	1,400.00
613	Grey, R. T.	1,400.00	Pens.(51)	Lawrence, T. A.	1,400.00	Pens.(224)	Douglass, F. C.	1,400.00	Pens.(591)	Swan, O. F.	1,400.00
654	Bailey, S.	1,400.00	Pens.(51)	Savage, C. H.	1,400.00	Pens.(245)	Johnston, E. L.	1,600.00	Pens.(595)	Aharonian, V. S.	1,400.00
666	Ayers, W. H.	1,600.00	Pens.(52)	Neugebauer, G.	1,400.00	Pens.(246)	McClave, R. E.	1,400.00	Pens.(595)	Wright, R. J.	1,400.00
666	Martin, R. P.	1,400.00	Pens.(53)	Bunyard, L.	1,400.00	Pens.(258)	Forkin, S.	1,400.00	Pens.(611)	Coffey, M. S.	1,400.00
684	O'Bannon, W. F.	1,400.00	Pens.(53)	Lynch, E. C.	1,400.00	Pens.(258)	Nicoll, J. G.	1,400.00	Pens.(613)	Jones, O. R.	1,400.00
709	Crouse, E. L.	1,600.00	Pens.(53)	Renfro, C.	1,400.00	Pens.(258)	Reid, J.	1,400.00	Pens.(617)	Brown, E. R.	1,400.00
716	Broadway, C. M.	1,400.00	Pens.(57)	Salvesen, N. H.	1,400.00	Pens.(258)	White, A.	1,600.00	Pens.(640)	Stevenson, L.	1,400.00
728	Aller, R. E.	1,400.00	Pens.(58)	Moodie, W. H.	1,400.00	Pens.(266)	Ring, C. E.	1,400.00	Pens.(643)	Long, P. R.	1,400.00
780	Goad, R. E.	1,400.00	Pens.(59)	Madison, T. J.	1,600.00	Pens.(270)	Pierce, R. L.	1,400.00	Pens.(649)	Rindler, A. P.	1,600.00
760	Holland, E. T.	175.00	Pens.(60)	Huthmacher, E. A.	1,400.00	Pens.(288)	Wendt, A. E.	1,400.00	Pens.(656)	Lambeth, L. D.	1,400.00
816	Toy, G. M.	400.00	Pens.(65)	Kirk, E. A.	1,600.00	Pens.(292)	Anderson, H. C.	1,400.00	Pens.(659)	Bloomer, L. G.	1,400.00
835	Gaddis, C. R.	1,400.00	Pens.(66)	Farrar, R. E.	1,400.00	Pens.(292)	Larson, C. V.	1,400.00	Pens.(659)	Glava, H. W.	1,600.00
846	Morgan, R.	1,400.00	Pens.(66)	Laurence, A. B.	1,400.00	Pens.(300)	Howe, N. T.	1,400.00	Pens.(673)	Durkin, J. J.	1,400.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens.(683)	Mugrage, G.	1,400.00	Pens.(817)	Briney, G.	1,400.00	Pens.(1302)	Cooper, C. C.	1,400.00	Pens.(I.O.)	Helton, G. B.	1,400.00
Pens.(686)	Donati, J.	1,400.00	Pens.(817)	Woodruff, L. C.	1,400.00	Pens.(1319)	Stanulis, J. E.	1,400.00	Pens.(I.O.)	Kimery, H. D.	1,400.00
Pens.(689)	Ingraffia, J.	1,600.00	Pens.(819)	Mickett, M.	1,600.00	Pens.(1352)	Bamer, H. B.	350.00	Pens.(I.O.)	Larson, W. F.	1,400.00
Pens.(695)	Shedrick, R. A.	1,400.00	Pens.(824)	Unger, L.	1,400.00	Pens.(1393)	Funk, L. L.	1,400.00	Pens.(I.O.)	Leclerc, E. O.	560.00
Pens.(697)	Seibe, G.	1,400.00	Pens.(848)	Mathews, H. A.	1,600.00	Pens.(1547)	McAllister, W.	1,400.00	Pens.(I.O.)	Levy, E. B.	1,400.00
Pens.(701)	Lewis, M. E.	1,600.00	Pens.(849)	Page, M. E.	1,400.00	Pens.(1631)	Pachonka, G. G.	1,600.00	Pens.(I.O.)	Manchester, C. H.	1,400.00
Pens.(712)	Swingle, L. A.	1,400.00	Pens.(867)	Snyder, J. H.	1,400.00	Pens.(1701)	Tabor, S. R.	1,400.00	Pens.(I.O.)	Mathis, S. F.	1,400.00
Pens.(716)	Benton, E. E.	1,600.00	Pens.(887)	Heter, T. R.	1,400.00	Pens.(1837)	Gregoire, R. A.	1,400.00	Pens.(I.O.)	Midkiff, D. B.	1,600.00
Pens.(716)	Chapman, W. L.	1,400.00	Pens.(932)	Ordunio, J.	1,400.00	Pens.(2017)	Cashwell, R. E.	1,400.00	Pens.(I.O.)	Nash, J. J.	1,400.00
Pens.(716)	Kendrick, R. W.	1,400.00	Pens.(934)	Camper, W. T.	1,400.00	Pens.(I.O.)	Aspinwall, C. P.	1,600.00	Pens.(I.O.)	Peery, J. W.	1,400.00
Pens.(716)	Richardson, A.	1,400.00	Pens.(934)	Smith, H. G.	1,400.00	Pens.(I.O.)	Behre, C. C.	1,400.00	Pens.(I.O.)	Periman, A. R.	1,400.00
Pens.(721)	Dunlap, C. E.	1,400.00	Pens.(981)	Naylor, J. R.	1,400.00	Pens.(I.O.)	Bernier, J. R.	1,600.00	Pens.(I.O.)	Powers, G.	1,400.00
Pens.(748)	Brown, W. J.	1,400.00	Pens.(995)	Munch, R. J.	1,400.00	Pens.(I.O.)	Brown, W.	1,400.00	Pens.(I.O.)	Quinn, P. I.	1,400.00
Pens.(748)	Cummings, W. W.	1,400.00	Pens.(1001)	Foley, E. T.	1,400.00	Pens.(I.O.)	Buyck, E. J.	1,400.00	Pens.(I.O.)	Robb, H.	1,400.00
Pens.(756)	Hopkins, C. B.	1,400.00	Pens.(1136)	Barnard, W. B.	1,400.00	Pens.(I.O.)	Chandler, G. C.	1,400.00	Pens.(I.O.)	Robertson, B. W.	1,400.00
Pens.(760)	Blair, W. R.	1,600.00	Pens.(1205)	Koon, R. K.	1,400.00	Pens.(I.O.)	Courtire, C. C.	1,400.00	Pens.(I.O.)	Russell, J. A.	1,400.00
Pens.(760)	Cahoon, B. T.	1,400.00	Pens.(1212)	Handke, A. L.	1,400.00	Pens.(I.O.)	Derby, W. T.	1,400.00	Pens.(I.O.)	Sammon, L. F.	1,600.00
Pens.(760)	Womack, H. L.	1,400.00	Pens.(1225)	Lance, H. H.	1,400.00	Pens.(I.O.)	Echols, W.	1,400.00	Pens.(I.O.)	Shropshire, O. G.	1,600.00
Pens.(769)	Pettet, V. H.	1,400.00	Pens.(1245)	Hall, G. T.	1,400.00	Pens.(I.O.)	Gellett, R. T.	1,400.00	Pens.(I.O.)	Sparks, T. E.	1,400.00
Pens.(800)	Gutowski, C.	1,400.00	Pens.(1253)	Trider, W. R.	1,400.00	Pens.(I.O.)	Gough, D. B.	1,400.00	Pens.(I.O.)	Stosel, A. J.	1,600.00
Pens.(814)	Neal, H. W.	1,400.00	Pens.(1263)	Farrar, E.	1,400.00	Pens.(I.O.)	Halliday, W. J.	1,400.00	Pens.(I.O.)	Turner, E. E.	1,400.00
							Hayes, J.	1,400.00		Total Payments	\$564,151.67

International Brotherhood of Electrical Workers—Pension and Death Benefit Payment Report

	IBEW PENSION BENEFIT FUND	ELECTRICAL WORKERS BENEFIT ASSOCIATION	NATIONAL ELECTRICAL BENEFIT FUND
NUMBER ADMITTED TO PENSION LAST MONTH	616		463
TOTAL NUMBER ON PENSION	66,261		23,796
TOTAL PENSION PAYMENTS LAST MONTH	\$ 3,631,890.90		\$ 2,753,766.86
TOTAL PENSION PAYMENTS LAST 12 MONTHS	\$41,639,422.80		\$25,744,134.92
DEATH BENEFITS PAID LAST MONTH	\$ 113,094.25	\$ 558,444.98	
DEATH BENEFITS PAID LAST 12 MONTHS	\$ 1,535,210.93	\$ 6,927,435.11	

SAFETY TIPS

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times of measurements, job function and location of employees within the worksite, methods of sampling and analysis used, types of respiratory protection in use at the time of sampling, TWA concentrations found, and identification of exposed employees. Each employee shall be able to obtain information on his or her own environmental exposures. Daily rosters of authorized persons who enter regulated areas shall be retained for 30 years. Environmental monitoring records and entry rosters shall be made available to designated representatives of the Secretary of Labor and of the

Secretary of Health, Education, and Welfare.

Pertinent medical records for each employee shall be retained for 30 years after the employee's last occupational exposure to PCBs. Records of environmental exposures applicable to an employee should be included in that employee's medical records. These medical records shall be made available to the designated medical representatives of the Secretary of Labor, of the Secretary of Health, Education, and Welfare, of the employer, and of the employee or former employee.

HARD WORK WINS ORGANIZING VICTORY

continued from page 12

employees joined the band wagon when the company failed to carry out their many promises and they saw what the IBEW did for two of their fellow-workers and how we stuck by them even after having lost the election. The company continued an all-out effort to stop our momentum. They even switched law firms, hiring a well-known group who often represent the ABC in the Lancaster area. The new lawyers appealed the back pay award on the grounds that unemployment compen-

sation should be deducted and that the two men would have been laid off through lack of seniority during a cut-back thus it was not a discriminatory layoff. This narrow issue, as of January 28, 1978, is pending before the Third District Court of Appeals in Philadelphia with a hearing set for March 23, 1978. The company used this ploy to avoid paying the employees before the second election which was scheduled for September 22, 1977.

Once again, an all-out effort was made by both the union and the company in

preparation for the election, but this time the union was not to be denied. Perseverance, hard work, and justice finally paid off in a stunning union victory of 62 to 46 after all that had occurred in the two-year battle. We were certified by the Board on October 10, 1977. The work force is expected to reach 300 soon. We set up the Unit as part of Local 414 and are now in collective bargaining with the employer.

Submitted by International Representative Peter McCue

NATIONAL ELECTRICAL 1978 CODE SEMINAR



Issued in appreciation of your interest in promoting the future of the Electrical Contracting Industry by your participating in the 1978 National Electrical Code Seminar.

National Joint Apprenticeship and Training Committee
for the Electrical Industry

H. C. [Signature] Co-chairman
Chairman, NECA Manpower Committee

Charles H. [Signature] Co-chairman
President, International Brotherhood of
Electrical Workers

A. J. [Signature]
Director, NJATCEI

- An improved and completely revised audio-visual presentation of changes in the 1978 NEC which does not require homework, tests, or roll call.
- This Audio-Visual Seminar requires three sessions of three hours each using taped comments by the noted code expert, Joe McPartland, and supplemented by appropriate diagrams on overhead transparencies.
- Each local union is urged to publicize this Code Seminar among its journeymen to encourage them to sign up for it; and journeymen should promote their future, and that of the Industry, by attending.
- The pocket size card shown will be presented to each one completing the Code '78 Seminar. Shouldn't you have one? For more information contact your local union, local JATC, or the National JATC at the address shown below.
- Meet all the best electricians in town at the Code '78 Seminar. **Don't be left out be checked out. . . .**

National Joint Apprenticeship and Training Committee
for the Electrical Industry
9700-E George Palmer Highway
Lanham, Md. 20801



SHORT CIRCUITS

Intelligentia

Ah, 'tis not from lofty, ivy-covered
columns
With a mortar board a-jaunt upon
our heads,
That gives us license to profess our
knowledge
Or boast about the many tomes we've
read.
And it's not because of some distinct
ability
To put in use some magic word we've
found,
Simply to impress some lesser colleague
With an adjective where syllables
abound.
Nor can the proud possessors of the
sheepskin
Sneeringly achieve that grand plateau.
From whence they look below, in
scorn, at others
Asserting they know all there is to
know.
For even if a man were so
accomplished,
For even should he reach those
heights so far.
Still then . . . man could not be called
intelligent,
Unless he knew how ignorant we are.

John Kevin Tullos
Member of Local 2222
Boston, Mass.

Union Verse

If you're a member of a trade,
And if you don't buy Union Made
Or buy at least what's USA'd—
Then I am very much afraid
They're right; You're overpaid
And justice is not long delayed.
Don't be surprised when you are laid
Off!
Drive a Datsun or Toyota
With a made-in Hong Kong motto
And you're cutting your own throats!
(Hari Kari) Do you vota
Ugh! Republican? You do?
(I.Q. iota)
And you know where you can gota:
The unemployment line . . . so, ta-
Koff!
Buy American and be one,
And buy Union—that's how we won
What we have, or soon you'll see one
Depressed U.S., like a rerun
Of the Thirties or like Lee won
'Stead of Grant. Don't say you can't!
Brother, it's enough to tee one
Off!

Joe Williamson
Member of Local 369
Louisville, Ky.

Income Tax

Harken to me, all my friends,
While I relate some facts,
About the curse that plagues us all,
This dreadful income tax.
Though they tell us, we must share
the cost,
To help the country grow,
The only ones who seem to gain
Are the ones with all the dough.
While the government seals loopholes,
For us who seek relief,
We've higher prices, fewer jobs
To add insult to our grief.
But someday, friends, we'll beat them
all,
We'll split their plans asunder.
We'll never pay another dime
When we are six feet under.

Herb Cook
Member of Local 2005
Philadelphia, Pa.

Retired

Hurray, hurray, today's the day.
Gonna throw that old tool box away.
Gonna hang them tools on the wall,
Sleep in the morning, to heck with it
all.
Bosses aplenty, all kinds we had.
Remember the good, to hell with the
bad.
Been hot, been cold, worked in rain
and sleet.
Big rush overtime, 'til you're out on
your feet.
But looking back and thinking it over,
Compared to some work, it's been a
lot of clover.
When I'd laugh and laugh all the way
to the bank,
Just remember, Brother, it's the Union
I thank.

Bob DeZell
Retired member of Local 364
Rockford, Ill.

Sweet Life

A little day, a little hour,
A little minute like a passing flower.
Like its fragrance it's not for long
And soon the flower will be gone.
The fragrance is as sweet as life,
So make it last with all your might.

Bonnie J. Kramer
Wife of R. W. Kramer
Retired member of Local 5
Pittsburgh, Pa.

Another Milestone

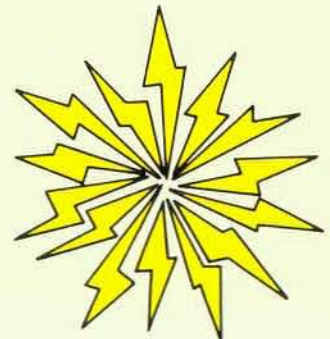
Retirement is not the end,
But another step ahead;
A very welcome change of pace
From the busy lives we've led.
The meetings that are held each month,
In fellowship and fun
Create a friendly atmosphere
That's shared by everyone.
Out potluck luncheons ought to please
A gourmet's appetite,
For when the meal is over
There's nothing left in sight.
We hold group discussions
And speakers bring us news;
Bingo is our favorite game,
The one we always choose.
To all IBEW retirees
Who come from every state
Best wishes from the retirement club
Of Local 68!

Irene Waters
Wife of George Waters, retired
Local 68, Denver, Colo.

The Craftsman

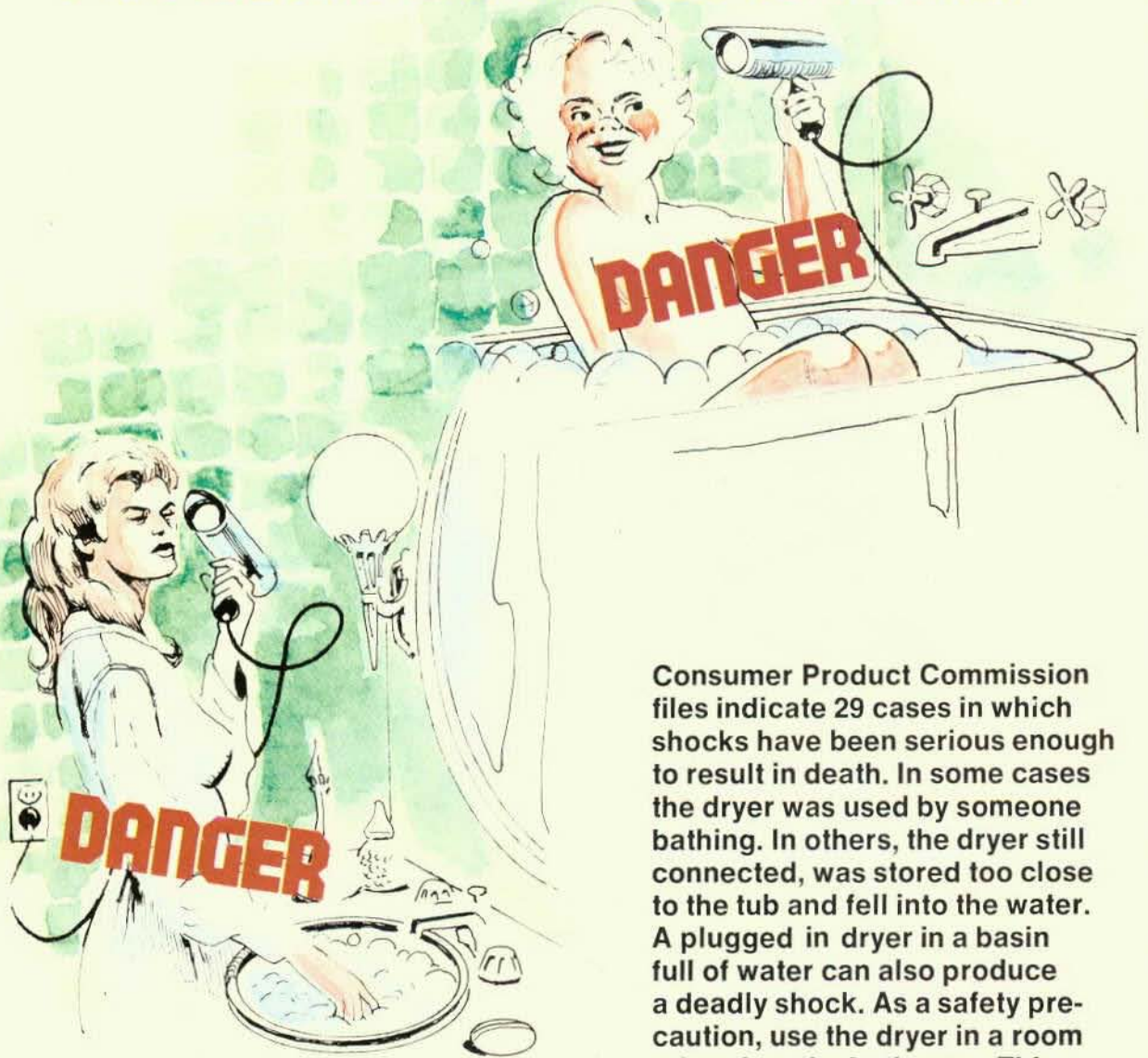
Conduit positioned
Another added
by coupling
for bonding
So current can function
Reasons unmentioned!

John F. Galvin
Member of Local 134
Chicago, Ill.



29 Fatalities

Blow Drying of Hair Can Be **DANGEROUS**. Wetness or Dampness, Plus Electric Current Can Be **FATAL**.



Consumer Product Commission files indicate 29 cases in which shocks have been serious enough to result in death. In some cases the dryer was used by someone bathing. In others, the dryer still connected, was stored too close to the tub and fell into the water. A plugged in dryer in a basin full of water can also produce a deadly shock. As a safety precaution, use the dryer in a room other than the bathroom. This same precaution should also apply to electric shavers, radios, and other portable electric devices.