

September 1989

IBEW[®]

JOURNAL



LOOKING UP TO SOME OF
CANADA'S
BEST! 

SEE PAGE 8

The Vision of Labor

On Labor Day

Robert Kennedy frequently said, "Some men see things as they are and say, 'why?' I dream of things that never were and say, 'why not?'" And on this the 95th anniversary of the first national celebration of Labor Day in the United States and Canada, we in the IBEW must look at the world as it could be and make it our own.


Since the first Labor Day Parade in New York City in 1882, the labor movement has brought the workers of North America into a position of prominence and respect. Early union leaders built their successes with vision—seeing a world of fair hours, safe working conditions and reasonable compensation; and that world is ours today, although not for all.



When the adversaries of labor become more clever and more desperate, engaging in leveraged corporate buyouts, manufacturing products overseas in the name of international competitiveness, we must not lose our resolve. Labor Day is a time for us to think back, but it also must be a time to look forward, beyond the pitfalls of the

1980s, to a new era of workers' freedom, rights and responsibility.

By supporting innovative programs, such as the "Union, Yes!" campaign and the observance of Union Label Week, we in the labor movement can continue to carry the message of the importance of labor to other segments of our society. We can continue to serve as examples by buying North American and union-designed and union-produced products, purchases which aid all aspects of our economy. We can continue to serve as the front lines in the fight against corporate raiders. And we can continue to be the voice for progressive legislation and compassionate leadership in Washington, D.C., and Ottawa.

From our proud tradition to the difficult times which confront us today, the labor movement has provided an example of fundamental social change for all other subsequent movements to emulate. But that is not enough. We cannot rest content with our past. On this Labor Day we must rededicate ourselves, with the vision of those who have come before us, to build for our bold future. 

Executive Officers

J. J. BARRY
International President
1125-15th St., N.W.
Washington, D.C. 20005

JACK F. MOORE
International Secretary
1125-15th St., N.W.
Washington, D.C. 20005

THOMAS VAN ARSDALE
International Treasurer
158-11 Harry Van Arsdale Jr. Avenue
Flushing, N.Y. 11365

Vice Presidents

First District
KEN J. WOODS
45 Sheppard Ave. East
Suite 401
City of North York
Willowdale, Ontario M2N
5Y1

Second District
JOHN E. FLYNN
Batterymarch Park
Quincy, Massachusetts
02169

Third District
DONALD J. FUNK
16 Computer Drive West
Suite C
Albany, New York 12205

Fourth District
PAUL J. WITTE
7710 Reading Road
Suite 9
Cincinnati, Ohio 45237

Fifth District
DAN H. WATERS
No. 2 Metroplex Drive
Suite 304
Birmingham, Alabama
35209-6899

Sixth District
JAMES P. CONWAY
2200 South Main Street
Suite 303
Lombard, Illinois 60148

Seventh District
ORVILLE A. TATE JR.
4400 Will Rogers Parkway
Suite 309
Oklahoma City, Oklahoma
73108

Eighth District
JON F. WALTERS
330 Shoup Avenue, Suite 204
P.O. Box 51216
Idaho Falls, Idaho 83405

Ninth District
S. R. McCANN
150 North Wiggert Lane
Suite 100
Walnut Creek, California
94598-2494

Tenth District
EDWARD P. McENTEE
10400 W. Higgins Road
Suite 110
Rosemont, Illinois 60018

Eleventh District
RAY EDWARDS
300 South Jefferson, Suite 300
Springfield, Missouri 65806

Twelfth District
JOHN A. HIGHTOWER
Franklin Building, Suite 515
Chattanooga, Tennessee
37411

The Union of Hearts and Minds

IBEW®

JOURNAL

Official Publication of the International Brotherhood of Electrical Workers
Volume 88, Number 8
September 1989



12 From left, Eighth District IEC member James McAvoy, First District International Vice President Ken Woods and International President J.J. Barry admire the Canada IBEW-COPE backdrop.

International Executive Council

CLYDE BOWDEN
Chairman
5818 N. 7th Street
Phoenix, Arizona 85014

First District
JOHN J. McNULTY
431 Wyoming Avenue
Scranton, Pennsylvania
18503

Second District
JAMES F. MULLONEY
6 Deacon Benham Drive
Stow, Massachusetts
01775

Third District
RICHARD D. ACTON
1590 East 23rd Street
Cleveland, Ohio 44114

Fourth District
HARRY BEXLEY
501 Pulliam St., S.W.
Atlanta, Georgia 30312

Fifth District
ROBERT MISSEY
2131-59th Street
St. Louis, Missouri 63110-2885

Sixth District
R. L. RASPBERRY
1475 N. Loop West
Houston, Texas 77008

Seventh District
THOMAS J. SWEENEY
1918 Martin Luther King Way
Oakland, California 94612

Eighth District
JAMES R. McAVOY
2750 Quadra Street, Room 12
Victoria, British Columbia
Canada V8T 4E8

IBEW Journal Department



J. J. Barry, Editor
Journal Department Director
Mary Ann Van Meter

Supervisor
Carol A. Cipolari

Staff Writers
Margaret M. Bamber
Thorn Pozen

PRINTED IN U.S.A.

PRINTED ON
UNION-MADE PAPER

© 1989 International
Brotherhood of Electrical
Workers. All rights reserved.

Change of address cards on Form 3579 should be sent to International Brotherhood of Electrical Workers, 1125 Fifteenth Street, N.W., Washington, D.C. 20005. Published monthly, except January-February which is a combined issue, and mailed third-class postage in the U.S. and Canada. Subscription prices United States and Canada, \$4 per year in advance. Printed in U.S.A. This JOURNAL will not be held responsible for views expressed by correspondents. The first of each month is closing date. All copy must be in our hands on or before this time. Paid advertising not accepted.

FEATURES

2 Once Every Year Labor Honors Itself

6 Training for The 1990s

10th District Meets

8 Canadian Linemen Test Their Skills

11 Union Symbol Of Quality: The Union Label

12 Adaptation Leads To Progress

1st District Meets

45 Staff Retirement

46 NEBF Annual Report

COVER PHOTO:

Local 1733 linemen demonstrate their skills during the Lineworkers' Competition.
Glen Ross, photographer — New Brunswick Power

DEPARTMENTS

15 Safety and Health Tips

16 Research and Education

18 Local Lines

37 Tech Talk

40 Members in the News

44 Take Note

47 In Memoriam



23

IBEW emblem jackets. See page 23 for Gift Catalog.

“Labor Arises”



Local 38, Cleveland, Ohio, celebrates Labor Day in 1903.

To Do Honor To Its Self"



"Of all the holidays of the year, Labor Day, to the unionist, should stand out as of preeminent importance.... It should be recognized, not as a reminder of our servitude or our dependence, but as the day on which labor arises to do honor to its self...."

—*Iron Molders Journal* editorial, September 1896



A Local 1, St. Louis, Missouri, float for an 1896 Labor Day Parade.

The Iron Molders' 1896 reference to servitude and dependence was not an idle comment. In September of that year, the second anniversary of the declaration of Labor Day as a national holiday, unspeakable working conditions, unthinkable hours and total management control were facts of everyday life for most every worker. Today, with the 95th national celebration of Labor Day, the United States and Canada have the chance to celebrate the great strides achieved in the workplace and to reflect on the direction to be taken by the labor movement of the future.

In 1882, several years prior to any legislation declaring Labor Day an official holiday, a group of New York City union leaders organized the first Labor Day Parade. The parade, with approximately 10,000 participants, was held on September 5 and ended in New York City's Union Square. According to *Leslie's Illustrated Newspaper*, the union marchers, carrying signs and banners bearing such slogans as "8 hours of work, 8 hours of rest and 8 hours of what we will" and "the true remedy is unionization and the ballot" won "hearty applause from the spectators who lined the side-

An etching of the first Labor Day Parade held in New York on September 5, 1882.

walks." *The New York Times* reported in-depth information about the parade the day before and continued in the following years to report detailed parade routes and times in advance.

Oregon, in 1887, was first to make Labor Day a state holiday; and after 31 states had done the same, Congress declared Labor Day a national holiday in America in 1894. The Canadian government, with its history of labor-sponsored, mass public gatherings and labor celebrations going back as far as 1872, also declared Labor Day a holiday in 1894.

Early Labor Day celebrations often resembled Fourth of July festivities. According to *American Labor*, by M.B. Schnapper, "Almost everyone in Muncie, Indiana, turned out for that city's Labor Day celebration in 1891. Festivities began at 4 a.m. with an 'artillery signal of 44 rounds,' and proceeded throughout the crowded day with parading, band music, orations, greased-pole climbing, bicycle races, pie-eating contests, reading of the Declaration of Independence and baseball games. In the evening there were dancing and fireworks."

Today most industrial nations have set aside a day to honor their workers. Many, including much of Europe and the Soviet Union, combine



DEMONSTRATION OF LABOR.

Mammoth Festival, Parade and Pic-Nic
—OF THE—
TRADE & LABOR UNIONS
Under the Auspices of the
Central Labor Union of New York City and Vicinity.

TUESDAY, SEPT. 5th, 1882,

—AT—
Wendell's Elm Park, 92d St. & 9th Ave.

ROUTE OF PARADE.

The First Division will consist of all Unions from Brooklyn, Jersey City, and below Canal Street, and assemble at City Hall Park.

The Second Division comprises all Unions on the East Side, above Canal St., and forms at 3 o'clock at 10th St.

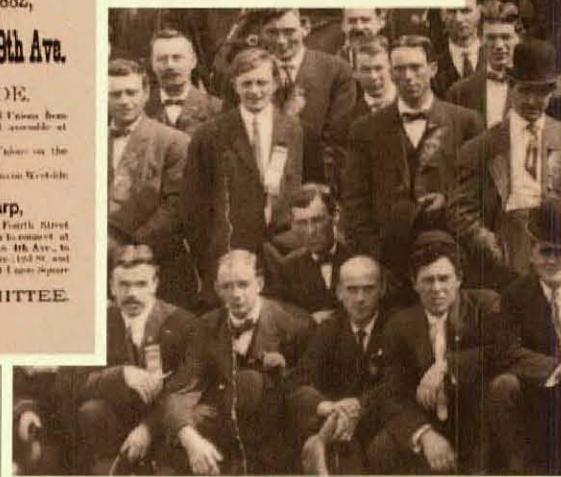
The Third Division comprises all Unions on West Side above Canal Street, to meet at Washington Square.

At 10 o'clock, A. M., Sharp,

The First Division shall meet at Broadway, and at Fourth Street the Second Division will fall in. The Third Division to meet at West 11th St., to 5th Ave., and thence at Broadway Square, 10th St., and 10th Avenue. The procession will be organized at 4 o'clock at 4th Street.

COMMITTEE.

Poster announcing the first Labor Day Parade.



their May Day celebration of life and the rebirth of spring with a festive tribute to workers. Others, such as Australia and New Zealand, celebrate the contributions of labor in a manner similar to the United States and Canada.

Labor Day, like the few other days designated national holidays, has evolved into a day of rest and relaxation. It has become the last

real weekend of the summer season, a time when arguments about the size of the one that got away are heard over arguments about collective bargaining agreements or strikes. Labor Day has become an important symbol in the elevation of the worker—from a position of servitude and dependence to the honored place today's union craftsmen hold.



IBEW members pose for a 1916 Labor Day photo.



Members of Local 213, Vancouver, British Columbia, pose during their 1912 Labour Day celebration.

TRAINING FOR THE 1990s



International President J. J. Barry delivers the keynote address to the delegation.

Atlantic City, New Jersey's, Trump Plaza Hotel hosted the Tenth District Progress Meeting on June 22-23. International Vice President E. P. "Pat" McEntee opened the meeting by introducing and welcoming the International Officers and guests.

International President J. J. Barry's keynote address focused on the issue of leveraged buyouts, which threaten to undermine the stability of the corporate landscape; the need for skills training through the IBEW's stewards and business managers schools; the IBEW legislative agenda, with an emphasis on the importance of COPE donations; and the strides made in the

area of family-care benefits in the joint IBEW/CWA negotiations with AT&T.

Picking up on President Barry's call for COPE donations, International Secretary Jack Moore stressed the importance of the IBEW-COPE program. In the 1988 congressional elections, out of 33 open Senate seats, COPE supported 20 winners. Out of 256 open House seats, the IBEW enjoyed 174 successes. COPE supported five successful gubernatorial candidates out of nine elections in 1988. Secretary Moore pointed out that although there are no regularly scheduled national elections this November, it is the state legislatures, for the most part,



Delegates listen during the general session of the progress meeting.



International Secretary Jack Moore addresses the progress meeting.

which will redraw the congressional boundaries after the 1990 census. Therefore, it is important, he said, to have IBEW interests represented in statehouses this fall.

President Barry joined Secretary Moore in presenting Local 1146, Amarillo, Texas, with the IBEW-COPE award for achieving an average per-member COPE donation of \$11.83, the highest in the Tenth District.

Secretary Moore touched on the Supreme Court's recent decision to allow certain companies to institute drug-testing programs without negotiating with their unions. He also said it is essential that all U.S. locals in non-"right-to-work" jurisdictions develop and forward to the I.O. a dues-rebate procedure immediately.

Vice President McEntee reported to the delegates on the difficulties health and welfare issues are placing on national negotiations throughout the railroad industry. He said the National Railway Labor Conference was studying an innovative wage and rules package proposed jointly by the IBEW and the IAM, also that there were several ongoing organizing campaigns. He described agreements secured in Canada with VIA Rail Inc. and CP Rail, as well as mentioning continuing negotiations with CN Rail.

International Executive Council Chairman Clyde Bowden and IEC members Thomas Sweeney, James Mulloney, Robert Missey and Harry Bexley all briefly addressed the del-

egation. Executive Assistant to the International President Robert Dunleavy told the audience he rode Amtrak to the meeting, and he said with adequate funding there was no reason passenger trains could not play an even more vital role in the future transportation needs of both the United States and Canada.

After the general session the delegates participated in workshops on subjects including the proper handling of claims and grievances. The workshops were conducted by International Representatives James McAteer and Dan L. Davis. Following the workshops, Vice President McEntee declared the meeting adjourned.

Regional General Chairman Godfrey Grimes, System Council 33, presents the Canadian report.



IEC Chairman Bowden speaks to the delegates.



President Barry (left), Secretary Moore (second from right) and Vice President McEntee (right) present the IBEW-COPE Award to Chairman Ronald J. Gonzales, System Council 20 (second from left), accepting on behalf of Local 1146.



New Vic

Have you ever seen a line crew as you traveled along a street or highway and wondered what they do with all their wires, tools and other exotic equipment? The people of Fredericton, New Brunswick, who attended the first Annual Lineworkers' Competition on June 3 received the answers to most of their questions about line work. (Well, at least it doesn't seem to be a great, unfathomable mystery to them any longer.)

Fourteen teams sponsored by Local 1733 and the New Brunswick Electric Power Commission competed in seven events: pole-top rescue, underground secondary splice, insulator changeout—outside phase,

One team performing hot jumper double deadend.



In photo at left, NB Chairman Doucett begins the event by closing the disconnect.

Local 1733 Vice President Gordon Simpson displays the handsome championship trophy and some individual trophies. An IBEW mug and the names of all participants will be sealed inside it for 25 years.



Local 2309, Fredericton, members, from left, Lori McNeil, Lori Bates, Cindy Brown and Robert Bergin kept score via computers. Business Manager John Cole is at right.

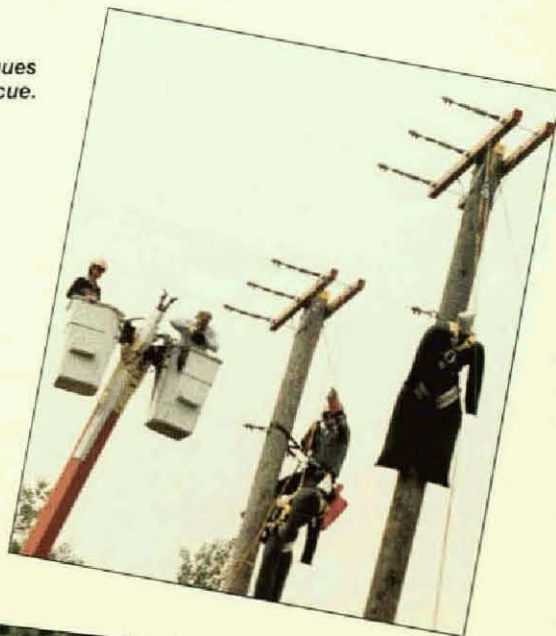
Brunswick Linemen Get Championship

rope splicing, transformer change-out—B phase, hot jumper double deadend and pole climbing. The three-person teams were judged on safety, work practices, neatness and ability, equipment handling, and time. Except for the pole-climbing competition (during which the contestants carried raw eggs up and down the pole, trying not to break them), all the tasks required the same safety precautions and precision called for under daily circumstances with live wires. NB Power Director of Human Resources Larry Boudreau noted the twofold purpose of the contest: "to show the public how these people can do their work safely and to allow the



Linemen on the poles

A team demonstrates the techniques of pole-top rescue.



Local 1733 Business Manager Calhoun, right, and lineman John Estey, a judge, inspect splices.

lineworkers to practise safety during a competition."

The competition was finished by midafternoon with three teams—Chatham, Sussex and Fredericton—tied for first place. Using the elapsed time for each team, the judges declared the Fredericton team of Roger Lewis, Carl McCainn and Frank Hartt the champion. Second place went to Sussex's Ted Robertson, Bill Kyle and Gary Lewis; while Chatham's team, Evan Savoy, Billy Hayte and Danny Walls, took third. The Fredericton team will travel to Kansas City, Missouri, to represent NB Power and Local 1733 in the Annual Lineman's Rodeo on September 9.

The contest's Steering Committee—Mr. Boudreau, NB Power Director of Services Bob Calhoun, IBEW International Representative Bob Whitehead and Local 1733



A team performing secondary splicing.

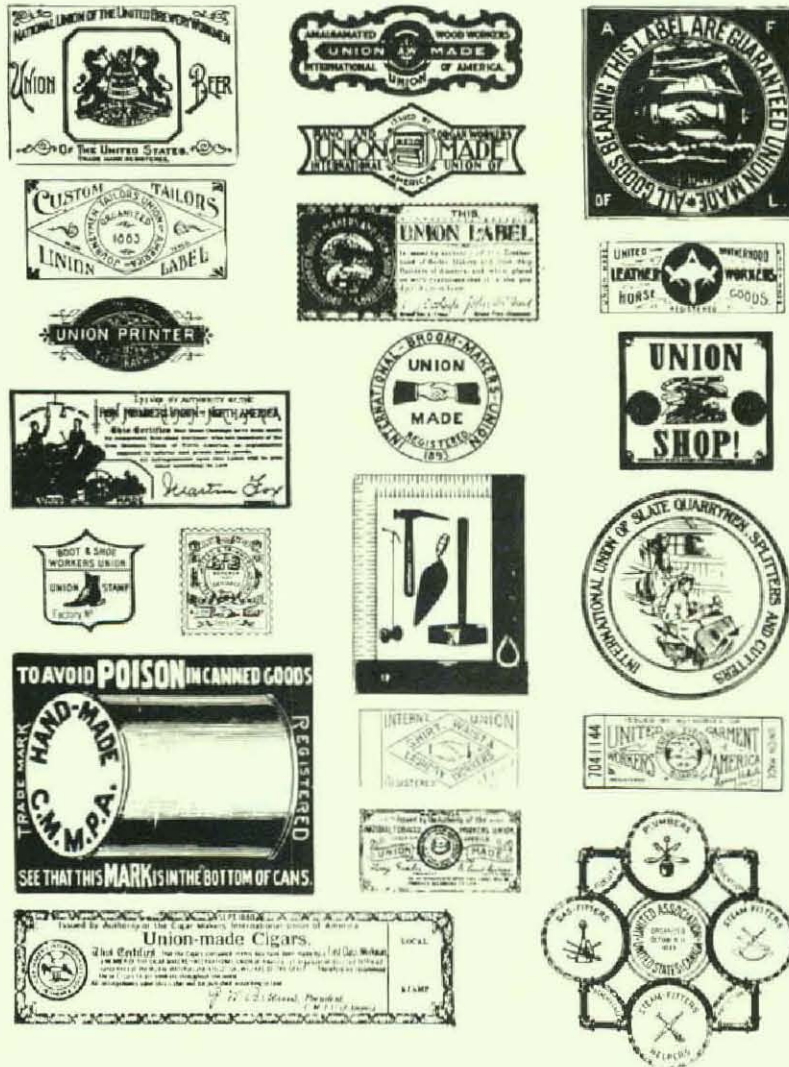
Business Manager Larry Calhoun—commented on safe work practices, friendly competition, the pride received in displaying skills to family and general public, and the benefits derived from fostering cooperation and understanding between the union and the company. NB Power Chairman Rayburn Doucett opened the contest by closing a symbolic disconnect, which sounded a starting horn.

Local radio announcer Paddy Gregg and Fredericton District Line

Superintendent Rowan Mazzerole provided the colour commentary. Guests from Nova Scotia Power and Local 1928, Halifax, attended to assess the possibilities of participating in similar competition; and Local 1524, Saint John, New Brunswick, also expressed interest in the event. In addition, NB Power has received several requests for repeat demonstrations on the Green and during Heritage Days.

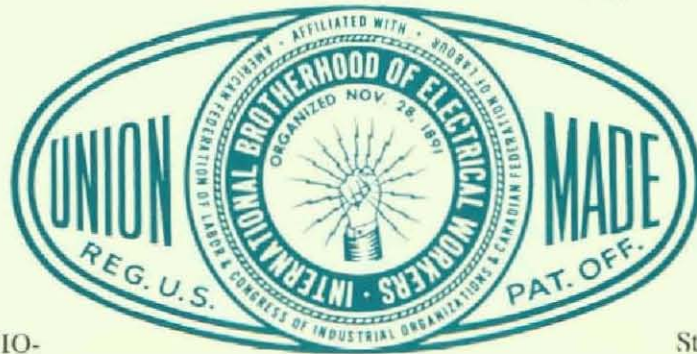
Looking for the Union Symbol of Quality—

THE UNION LABEL



Examples
of early
20th-century
union labels.

From September 4-9 the IBEW will continue its tradition of coordinating the celebration of Labor Day with the observance of Union Label Week, the AFL-CIO-sponsored campaign to heighten awareness of the importance of the union label, shop card and service button.



The union label is an important symbol of quality and craftsmanship, representing a product made

in North America by skilled professionals. Buying products affixed with the union label means aiding the trade balance and economies of the United States and Canada. It means keeping jobs at home and assures our continued high standard of living.

(Continued on Page 45)

CFL President
McCambly addressed
the progress meeting.

Delegates listen to a presentation.



ADAPTATION, Not Resistance, Equals PROGRESS

A majority of local unions in the First District sent representatives to the 1989 All-Canada Progress Meeting held June 27-30. Business Manager Bob Clarke, Local 1615, St. John's, Newfoundland, welcomed approximately 200 delegates to the meeting; and International Vice President Ken J. Woods introduced the International Officers and guests who attended.

International Executive Council Chairman Clyde Bowden greeted the delegates and reported fully on the various activities of the council during the past year. International President J. J. Barry conveyed warmest greetings from International Secretary Jack Moore who, with International Treasurer Thomas Van Arsdale, was unable to attend.

President Barry presented an overview of his expectations for the growth of the IBEW. He reviewed the entire work situation in Canada and this situation's relationship to similar circumstances with the Sisters and Brothers in the United States. He emphasized the importance of education for Representatives, Officers and local union members: **Education is a priority for the IBEW's organizing efforts and future progress. The membership must not resist change; rather, the IBEW can adapt to change if its members**



IEC Chairman Bowden gave a report on the IEC's activities.



IEC member McAvoy discussed council activities, particularly those pertinent to Canada.

and officials receive proper, progressive training.

Brother Barry also discussed the union's 100th anniversary, the IBEW Convention and the new courses being offered for business managers and shop stewards as part of the Educational Program. Community involvement, such as participation in Kid Kare, was praised. He also reported on the IBEW's cooperation with the Canadian Federation of Labour in the Working Ventures Program and the Canadian Union Benefit Program. President Barry's address concluded with a question-and-answer session touching on several topics, including organizing and strike funds.

Vice President Woods reviewed the procedures and purposes of



Local 1615 Business Manager Clarke welcomed the delegates.



President Barry outlined his plans for the future of the IBEW.



The Host Committee which presided over the hospitality extended to the delegates.

progress meetings; to receive information from the officers on the union's accomplishments over the past year and to define goals and objectives. Through the workshops delegates share their knowledge and experience of industrial-relations trends in all IBEW branches. He described the many firsts achieved in Canada during the past year: three construction organizing seminars; the Conference for Women (which will be repeated in Winnipeg, Manitoba, in October); a Computer Information Conference; and the kickoff of Canadian COPE. Also, the First District Office has been meeting with the Canadian Electrical Contractors Association to open

a continentwide dialogue on problems in the construction industry and the possibility of instituting a dispute-settlement agency similar to the Council on Industrial Relations for the Electrical Contracting Industry in the United States.

Brother Woods says in-depth training courses will be held for business managers and full-time, local union organizers in all branches of the Brotherhood. Also, the "Train the Trainers" program for industrial stewards is being expanded; a similar course for construction stewards will be ready soon. He also noted Canadian members are a large part of "The Union of Hearts and Minds." Each year they go all

"We must progress not only in turning the North American construction industry into a [consortium] of unionized workers, but once again make our presence and rightful place known and respected throughout the entire electrical industry!"

—Vice President Woods



View of delegates at the All-Canada Progress Meeting.



with the term *drug testing*. He noted organized labour must continue to lead the battle against substance-abuse problems.

International Representatives Bob Whitehead, Bill Moore and Wayne Brazeau presented the Steward Training Course and showed the program's accompanying video. James McAvoy, Eighth District IEC member and Local 230, Victoria, British Columbia, business manager, spoke at the general sessions and in the workshops about the IEC's activities. Director Dushaw and Construction and Maintenance Department Director Charles Fisher participated in the workshops. Brother Fisher also reported to the Construction Workshops on proper procedures when handling jurisdictional disputes with other trades.

CFL President James McCambly addressed the delegates on the last day about CFL actions with regard to the briefs and contacts with the federal and provincial governments. He introduced Ron Begg, president of Working Ventures, who explained the principles, operations and expectations of this program.

During the meeting Vice President Woods announced with great pleasure that Canada COPE was well under way, with meeting delegates contributing \$837 to this fund.

out nationally and provincially in their fund-raising efforts, particularly for the Multiple Sclerosis Society.

Vice President Woods reviewed the devastating effects of the federal government's infamous "leaked budget." This document is littered with broken promises concerning much-needed childcare programs, clawbacks on Old Age Assistance programs, healthcare services, closure of 14 military bases, cuts in VIARail service, increased surtaxes and a new federal sales tax. "As usual," he said, "the wage earners in Canada . . . are the hardest hit; while big business escapes virtually unharmed, and the cost of running government will increase by approximately 6 percent."

"However," Brother Woods encouraged the delegates, "we in the IBEW are in a very enviable and

unique position . . . We have the skills, and our members work in high-tech industries. The IBEW has a structure which promotes thinkers and achievers on behalf of our members. We must rise to the occasion . . . The future belongs to us in this great union!"

Third District Vice President Don Funk reported on his jurisdiction's progress with construction organizing, all information on which is now stored by computer. CFL Secretary-Treasurer Austin Thorn, a Local 1620, St. John's, member, discussed the history of the organization and its 10th Anniversary Convention in June 1990. New IBEW Director of the Safety and Health Department Jim Dushaw remarked on drug and alcohol problems in the workplace, also discussing the differences between the U.S. and Canadian governments in dealing

SAFETY AND HEALTH TIPS

Legionnaires' Disease: A Warm-Weather Health Hazard

Legionnaires' disease is named after its first recognized occurrence during the 1976 American Legion Convention in Philadelphia, Pennsylvania. *Legionella pneumophila*, the bacterium which causes the disease, is very common and found in the earth and water supplies. However, the bacterium appears to be dangerous only when inhaled into the lungs of those most susceptible to it—typically older people, especially smokers or those with an existing illness. Outbreaks of legionnaires' disease are most likely to occur in warm weather during the air-conditioning season.

Many instances of legionnaires' disease in the past were thought to be pneumonia, because the symptoms are very similar. However, since the disease has become more familiar to the medical world it will likely be diagnosed correctly more often. In addition, as awareness of the potentially lethal disease grows, so does knowledge of how it occurs and the best measures to take which will reduce the risk.

Conditions for infection from the disease-causing bacteria have been identified and may occur in the home, in commercial buildings, at work and even in hospitals. Researchers have identified two critical aspects which cause a friendly environment for the bacteria to breed and become dangerous to humans. Temperature seems to be the most important factor. *Legionella* won't reproduce below 68 degrees Fahrenheit. It breeds most prolifically at a temperature of 95 degrees F and dies when a temperature of 140 degrees F is sustained for about four minutes. The bacteria and risk of infection grow more quickly when the temperature conditions are right



and when water is stagnant or nearly stagnant. *Legionella's* growth accelerates if the water contains dust and iron or scale deposits, a situation which commonly occurs with air-conditioning equipment.

The second important factor in contracting the disease is inhalation into the lungs. This can only happen when small droplets of water in which the bacteria have bred are inhaled. Presently there's no evidence of *Legionella* being transmitted into the lungs in any other way. Forced-air ventilation systems often provide the misting effect conducive to transmission of the live bacteria.


Prevention of the bacterial growth in the first place, and then preventing it from being transmitted into the lungs, are the keys to safeguarding people's health from legionnaires' disease. Recognizing when a person may have been exposed to the conditions for infection might alert physicians to the proper course

of treatment of a respiratory illness when the potentially lethal disease strikes.

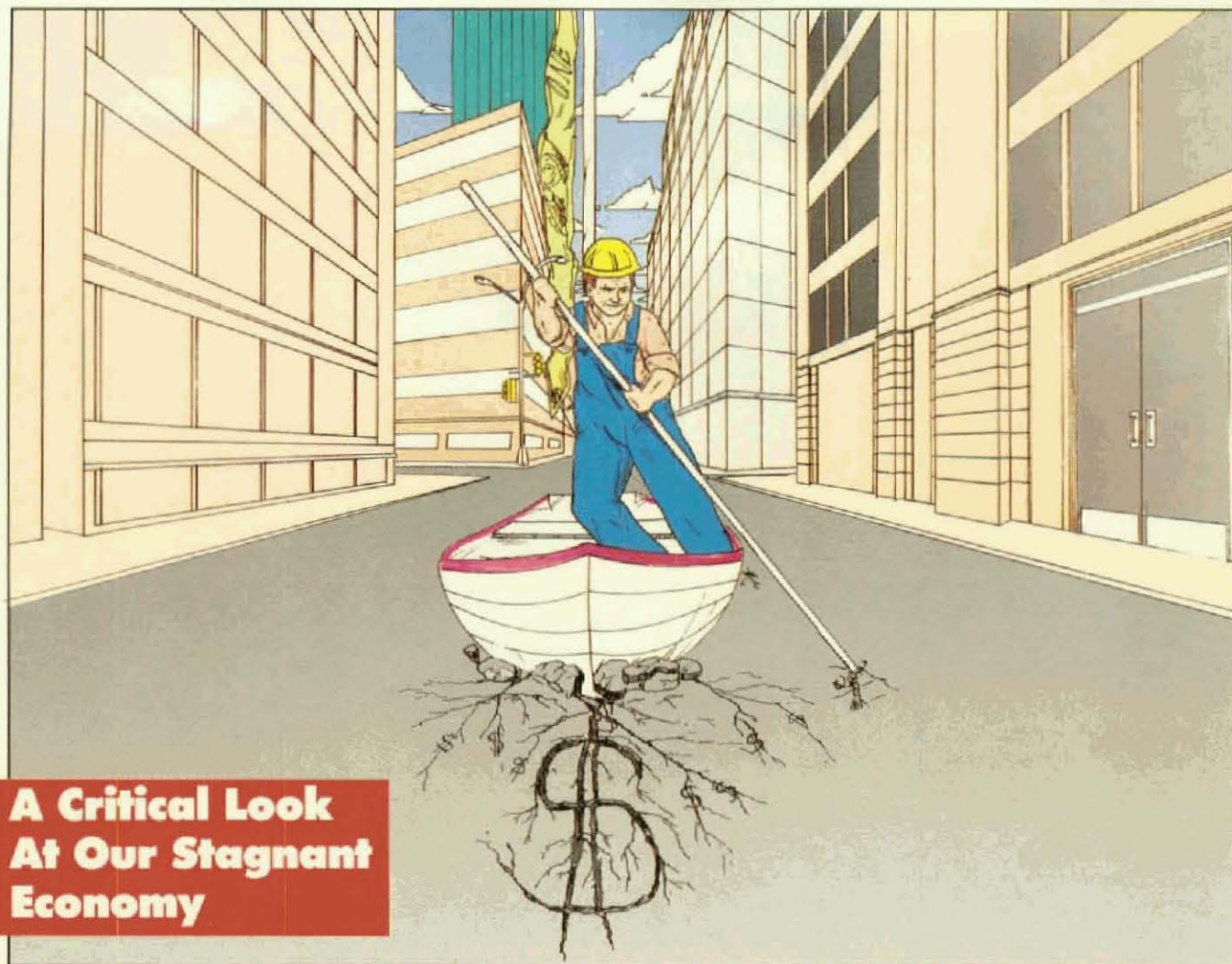
Showers, humidifiers, cooling towers and mixer taps are the most common types of equipment which might create spray. But swimming pools, whirlpools, drinking fountains and garden sprinklers should also be included as likely bacteria-breeding and disease-transmitting devices where antibacterial chemicals aren't used or conditioning of the water is poor.

All water systems in a building can, therefore, create the right environment for *Legionella* to grow and be transmitted to the water supply through drinking fountains (especially where they are used infrequently), the cold-water services in public buildings where storage-tank temperature increases and the tanks aren't clean inside, humidifiers, air conditioners, cooling towers where water treatment isn't adequate, and hot-water services where the water isn't stored at a temperature above 145 degrees to 150 degrees F.

Testing for *Legionella* in buildings isn't usually recommended as a regular maintenance item where water is known to be properly treated. However, if the right conditions exist, or if there has been an outbreak of the disease locally, then certainly it would be sensible to test or consult with local public-health authorities.

In any event, when respiratory illness and pneumonia-like symptoms strike, victims—especially those in the high-risk group—should consider their living and working environment and whether they might have been exposed to active *Legionella* bacteria. 

RESEARCH AND EDUCATION



A Critical Look At Our Stagnant Economy

The Economic Policy Institute recently published *The State of Working America*, a report which confirms many of the conclusions about our economy which we reached and on which we reported in this column. The EPI conducts research and educational activities to broaden the American people's base of knowledge about our economy and to increase the policy alternatives available to citizens and policymakers. The following is a brief summary of the EPI report.

Introduction

The bottom line in the economics of a democratic society is how well or how poorly its people are doing. In other words, the ultimate mea-

sure of the performance of the U.S. economy is the change in the real income of Americans—how much we earn relative to how much we pay for the goods and services we buy. Most American families appear to have been tightening their belts since at least 1979 because of the stagnation of wages and living standards.

Family Income

In the 1980s families had to work more than they did in the 1970s just to stay even. The typical family's real income in 1987 was about the same as it was in 1979 and in 1973, comparable years of relatively low unemployment. Families who were able to maintain their 1979 standard

of living did so by working more hours and by having more members work. On the average, families who didn't have an additional adult in the work force experienced income declines of from 4 percent to 6.5 percent since 1979. The average income of families headed by persons younger than 25 declined at an annual rate of almost 3 percent since 1979. The average family headed by persons between the ages of 25 and 34 had an income 9 percent lower than its counterpart in 1973.

Growing Inequality

Over the past decade a small minority of families has had income growth, which has caused greater inequality between the rich and the

poor. The rich have gotten much richer; the poor are more numerous and poorer; the middle-class Americans are being pushed closer to the bottom. Income inequality is at its highest levels since 1947. A major reason for the growing inequality in family incomes is that a greater share of our national income has gone to the owners of income-producing property (real estate, corporate stocks, bonds, etc.); a smaller share has gone to wages. Because of the high interest rates which have prevailed since 1979, income from property ownership has risen three times faster than wages from work.

Wages and Benefits

Most Americans obtain the majority of their family income from paid employment, but wages have been falling and are responsible for declining family incomes. Average hourly wages, adjusted for inflation, dropped by 7 percent between 1979 and 1987. During the same period average weekly earnings fell 9.2 percent. Only salaried workers made wage gains, but their pay has increased by only 3 percent since 1979. American executives—who have demanded wage cuts for their hourly workers—make 31 times the salary of an average worker.

The percentage of full-time wage and salary workers with midlevel earnings declined between 1973 and 1985. During that same time the share of workers in low-paying jobs increased by 3.8 percent while the share in high-paying jobs decreased by 0.7 percent. More than half of the new full-time jobs created between 1973 and 1985 were low-paying jobs. In 1987 more than five million workers who wanted full-time jobs were forced to accept part-time jobs.

The value of fringe benefits per hour also declined between 1979 and 1987, in spite of the sharp increase in the cost of health insurance. Fringe-benefit costs have fallen because fewer workers are covered by employer-paid health and pension plans and because employers

have been pushing health costs onto their employees. Among all employees approximately 17 percent have no health insurance, and 40 percent aren't covered by a pension plan.

Employment And Unemployment

The recent downward movement of the official unemployment rate hides the reality that the employment situation in the U.S. economy has deteriorated. Unemployment and underemployment are problems whose severity has increased for most of the population over the course of the last two business cycles. The rate of job creation, compared to the experience of previous business cycles, has slowed considerably since 1979. The drop in the unemployment rate is largely a result of the much-slower rate of growth in the labor force. Involuntary part-time employment has been growing three times as fast as either full-time or voluntary part-time employment.

The average amount of time individuals are forced to spend in unemployment has lengthened. In 1987 the average duration of unemployment was 14.5 weeks, four and one-half weeks longer than it was in 1979. Also in 1987, fewer than one-third of the unemployed

were receiving any unemployment insurance.

Industry Shifts

Family incomes and the standard of living have been affected in recent years by the shift from goods-producing to service-producing jobs. The two lowest-paying industries—retail trade and services (personal, business and health)—accounted for 84 percent of all job growth from 1979 to 1987. At the same time, jobs declined in the high-wage, goods-producing industries and the highest-paying service-sector industries (communications and utilities, transportation, government, and wholesale trade). Industries with expanding employment paid annual wages and benefits almost \$9,000 less than those paid in industries with declining employment.

Conclusion

The State of Working America corroborates what the IBEW and all of organized labor have been pointing out throughout the '80s. In the last decade the decline in real wages has put the standard of living of the American family in jeopardy. Wages have fallen behind the increase in the rate of inflation. The result is a stagnation of family income and living standards—a stagnant economy. The economy isn't providing the numbers and kinds of jobs families need to keep improving their standard of living and the poor among us need in order to escape poverty. The types of jobs being created are low paying. Meanwhile, our industrial base has been eroded. More than four million jobs in American manufacturing and related industries have been lost to foreign operations of multinational corporations which "sold out" to "cheap" labor, brought back cheap goods and continue to take away jobs from American workers.

These multinational firms realize a high rate of return on their capital investment. What about a return for American workers on their investment of labor?

CONSUMER PRICE INDEX

Month	Year	UNITED STATES	CANADA
		CPI-W (1982-84=100)	CPI (1981=100)
June	1989	122.8	151.3
May	1989	122.5	150.5
June	1988	116.7	143.6

U.S. CPI-W increased 0.3 index points during the last month or 0.2%. The increase during the past year was 6.1 index points or 5.2%.

Canada CPI increased 0.8 index points during the last month or 0.5%. The increase during the past year was 7.7 index points or 5.4%.

Sources: U.S. Department of Labor, Bureau of Labor Statistics
Statistics Canada

Prepared by: IBEW Research and Education Department, July 1989

LOCAL LINES

WANTED: YOUR REMINISCENCES, MEMORABILIA

Journal To Publish History Series

As part of the events leading up to the 100th anniversary celebration of the IBEW, the IBEW Journal will soon begin printing excerpts from organized labor's and the IBEW's history. Most of you, whether active or retired, American or Canadian, have memories of important happenings from your early days in the Brotherhood—or those of your parents or grandparents. We are certain the rest of the

IBEW would want to read about these experiences.

Please send us your anecdotes, photographs, memorabilia, etc., for inclusion in this special, once-in-a-lifetime series. Materials received will be handled carefully and returned to you as soon as possible.

Send material to Mary Ann Van Meter, Director, Journal Department, 1125 - 15th Street, N.W., Suite 1001, Washington, D.C. 20005.

CONTRACT APPROVED

L.U. 1 (i,em,spa&rts), ST. LOUIS, MO.—On May 30 some 2,500 construction members gathered at the St. Louis Cervantes Convention Center to vote on their new contract. Bus. Mgr. Donald Bresnan explained the package negotiated over a four-month period of difficult discussions with NECA representatives. Key rejections included double-time for overtime exclusive of shift and maintenance agreement clauses, a flexible two and one-half hours up or down from the standard workweek depending on unemployment or work load, and the continuance of the residential work description as part of the main agreement.

Highlights of the new package include mutual consent to policy implementation of substance-abuse provisions for contractors to bid on specific job packages, also a successorship clause designed to extend contractual continuity of employee status should a given signatory employer abrogate or sell its managerial control of a specific company. Wage-increase provisions are just under 3 percent per annum.

A new, deferred-salary, 401(k) plan will be implemented to allow voluntary wage deductions into tax-sheltered savings. Potential benefits from this could be used for loans to meet the participants' needs; such as home mortgages and payments of college tuition. Also new is a provision for employer contribution on a per-hour basis to establish a joint Market Research and Public Relations Fund for the promotion of the electrical industry in our jurisdiction. Final language includes age-ratio modification, residential portion changes to reduce nonunion competitiveness, and a commitment to modify language to upgrade the contract to comply with existing federal laws and guidelines.

The package was accepted overwhelmingly and is the culmination of negotiations designed to insure three more years of stability between our members and their employers.

Condolences are extended to the

families of the following members who passed away during the months of May and June: Willial Boeck Sr., Leonard Blackwell, David Hanewinkle, James Nugent, Lester Krause, Francis O'Shea, Robert Cabbage, Henry Cool, Robert Titman, Earl Zimmerman, Harold Hedler and Louis Brandt III.

ROBERT EGAN, P.S.

CONGRATULATIONS, DR. ROSENBERG

L.U. 3 (i,o,em,u,govt&mo), NEW YORK, N.Y.—Bus. Rep. Bernard Rosenberg was awarded a doctorate in education with a concentration in labor studies from Rutgers University on May 25. Bro. Rosenberg was one of the first graduates of the Harry Van Arsdale Jr. School of Labor Studies, where he received his Bachelor of Science degree on Labor Day in 1973.

His tuition was reimbursed by the Joint Industry Board of the Electrical Industry's Educational and Cultural Fund Tuition Reimbursement Benefit, which is available to Local 3 members and their spouses up to \$20,000. The applicant must be working for a participating contractor and must work toward a bachelor's, master's or a doctor's degree.

Bus. Rep. Rosenberg was initiated into our local on Dec. 10, 1946; he completed his apprenticeship in 1952 and worked as an electrician and foreman until February 1969, when he was appointed business representative. He was assigned to the construction desk for two years and represented the ADM Division and the districts of Brooklyn and downtown Manhattan.

Bro. Rosenberg represents the mutual clerks, maintenance workers, assistant starters and the aqueduct electricians who are employed by the New York Racing Assn. He also represents the employees of the Autote Co. in 35 tracks throughout the United States and electricians employed by the Port Authority and Madison Square Garden.

VINCENT MCELROEN, P.S.



Local 3, New York, N.Y., Bus. Rep. Rosenberg displays degree with his family after the graduation.

HAIL TO EDISON

L.U. 9 (o&u), CHICAGO, ILL.—Congratulations to Asst. Bus. Mgr. Dave Rawlings and his brother, John, on receiving 35-year service pins at one of our monthly meetings.

After a 10-year absence, the Edison Power Co. is releasing work to our contractors. Our local has several travelers working on the distribution jobs, and we need more. There are many transmission projects on the horizon, and the outlook is very promising.

On April 21 we held our Annual Old-Timers Retirement Party. These 49 retirees were honored by 850 members and guests. The annual event and dinner were a huge success, and congratulations and a tip of the Local 9 hard hat to them. We wish them good luck and a long, healthy retirement.

JOHN P. CONROY, P.S.



Left to right are Bro. Rawlings; Local 9, Chicago, Ill., Bus. Mgr. Nick Burkard; and Asst. Bus. Mgr. Rawlings.

BRO. FREED MOURNED

L.U. 11 (i,o,rts&spa), LOS ANGELES, CAL.—A very disturbing part of writing these articles is having to report the demise of a Brother. Bus. Agt. Lenny Freed, District No. 3, was a victim of a virulent cancer. He was 53 years old. When I went on the road in the early '70s, he handled an appearance before a state agency for me, which is expected of an agent of the union; but Lenny called my wife and informed her of the results of the meeting and also inquired about my work, etc.

Lenny went the extra mile; I have heard many reports of his dedication to his work, his belief in unionism and the IBEW in particular. He will be a well-remembered Brother by all members and his family.

We have completed negotiations on a new, three-year agreement; and it was quite a hectic period for this local. We have an exceedingly good work picture for the immediate future, and many members were looking for a substantial wage increase. We did receive a wage increase, but it was very nominal. We may have to allocate portions of it to our medical fringes during the next three years.

We have never taken a wage cut; we did have several years of minimal raises due to a convoluted COLA formula, which has now been eliminated. We have many travelers work-

ing in our jurisdiction. We can put more travelers to work, but we also expect the local hands to keep manning the work.

Let's unite behind the administration; attend union meetings and some new classes; and buy union.

GENE CORSINI, P.S.

TRAINING CLASS SUCCESSFUL

L.U. 17 (o,u,lrtr&catv), DETROIT, MICH.—The new IBEW Stewards School held on June 10 was a definite success. All stewards in attendance had either worked all or part of the previous evening due to a storm. Int. Rep. Alan Goddard had an exceptional presentation; and through the day-long class, full attention was on the presentation—not a nod was detected. We compliment the IBEW on this excellent program and Int. Rep. Goddard for the excellent job he did.

Two clerical staff workers and I attended the computer school at Indiana University and found it very informative and educational.

The proposed dues increase passed at the June meeting; all working members will pay an additional \$1.50 per week. We thank the members for their support.

The work is still holding quite well, and journeyman linemen are still at a premium. Check with us if you're looking for work as a journeyman lineman.

Organizing is tough even in a strong union town like Detroit. The workers are just plain scared to talk with us. They want to be union but fear their employers. Prehire agreements continue to be our major organizing success. We won't let these bottom-up defeats detain us and will continue to organize the unorganized. These are very tough times for organized labor, but together we can turn the tide. Everyone must contribute, not just the dedicated few who are always there when needed.

JAMES G. DAVEY, P.S.

GRADUATES HONORED

L.U. 25 (i,o,rt&catv), LONG ISLAND, N.Y.—On June 2 the JATC held its annual commencement exercises and dinner-dance. This year's graduating class of Ohm's law advocates and their guests were treated to a festive evening of awards, presentations, dining and dancing. In addition to apprentice and foreman training graduates of the Construction Unit, members of the Maintenance, Residential and Telephone Divisions were feted.

The awards for scholastic achievement were presented to Christopher Muench, Alison Bardong, Thomas McLaughlin, James Mayott, Vincent Barros and Robert Newell. Kenneth Schroder was presented the Joseph C. Gramer Sr. Award; he also served as commencement speaker. The Grump Award, annually presented to those who demonstrate the most outstanding contributions of time and effort to union activities, was given



Int. Rep. Goddard, back to camera, teaches stewards class. (Local 17, Detroit, Mich.)

to Frank Ambrosio Jr. and Salvatore Stingo.

Vincent Walsh and Joseph Stanley have served as instructors for the JATC. This year they were honored as they move on into retirement. Brothers, live long and enjoy life to the fullest. Congratulations to all our graduates on completing their training; good luck in your careers.

ROBERT J. NELSON, P.S.

STRONG STANCE BRINGS RESULTS

L.U. 39 (u&as), CLEVELAND, OHIO—Concerning our recent contract debate with Cleveland Public Power, the language exercised by the city prior to May 1 sent signals to the rank and file that the tentative contract proposals were filled with antiunion sentiments. As a result of the tempo set by such giveback proposals as capping hospitalization and straight-time pay for some overtime situations, the Negotiation Committee, business manager and the members decided a strike set for May 1 was necessary in order to show local solidarity and to pin down other alleged concessions which were spiraling downward.

On April 30 an 11th-hour agreement on wages came across the table, brought about in large part by the threat of a strike, strong bargaining and the solidarity of intrepid union members who turned down overtime call-outs for three consecutive days. At 1 p.m. that day, the rank and file voted to suspend the strike option on the premise the city would continue to bargain in good faith.

The money package includes a 30-cent, across-the-board, hourly wage increase and a 0.5 percent wage increase for 1990 and in 1991. It was apparent throughout the six months of contract talks that Cleveland Public Power was indicating great interest in hiring journeymen. Please contact the business manager or the president in our hall for further information.

STEVE WALLACE, P.S.

GOOD LUCK, BRO. ADAMS

L.U. 41 (i,se,es,em&spa), BUFFALO, N.Y.—Bus. Mgr. Gene Adams has been appointed to the Third District staff as an International Representative. Bro. Adams has given our local 14 years of dedicated service,

providing leadership and innovative ideas. He will be greatly missed, and we wish him the best of luck and success.

Asst. Bus. Mgr. Dan Erker has been appointed by the Executive Board to fill Gene's unexpired term. Having been assistant business manager for four years and serving on the Executive Board and Examining Board, along with various committees, Bro. Erker is more than qualified to be our leader.

On June 9, after completing four years of schooling and on-the-job training, 15 apprentices became journeyman wiremen. Bro. Bob Monaghan was the recipient of the Anthony Renz Award for academic excellence throughout his four years.

On June 14 the Journeyman Education Committee awarded 92 journeyman wiremen certificates for completing courses conducted by the committee at an awards dinner. Instructor Bill Brown was awarded the Raymond Schlemmer Award for outstanding contributions to journeyman education.

The Western New York Chapter of NECA has donated a large-scale Lionel train set to be raffled at the Children's Christmas Party. Raffle tickets are available from stewards, officers and the union office to help raise funds for the party.

GENE N. ADAMS, B.M.

MEMBERS ATTEND HAZARD CLASSES

L.U. 43 (i,rt&em), SYRACUSE, N.Y.—The work picture has improved; a good portion of the membership is working, and there are some projects ready to start. Perhaps employment will be good for the next few months.

The Health and Welfare Plan's situation has also improved. With better employment, a higher contribution rate and a new retiree self-pay program, things have stabilized somewhat.

The apprenticeship graduates were honored at a dinner at the Sheraton Inn in Liverpool, N.Y. We wish these young members well as they pursue their careers.

Many of our members have attended training sessions dealing with hazardous-material communications and asbestos awareness. The JATC played a large role in organizing these classes. The hazardous-communication training will enable our employees to meet state and federal requirements. The asbestos training has provided a pool of manpower which is available to work on specialized asbestos-removal projects.

BILL LEFANCHECK, P.S.



Local 43, Syracuse, N.Y., Bus. Mgr. Jerry Comer, left, and Pres. Edward Kohles, right, presented an IBEW watch to Bro. John Cerio in appreciation for his Executive Board service.

MEMBERS ARE ESSENTIAL

L.U. 51 (o,u,t,catv&rtb), SPRINGFIELD, ILL.—All too often in the recognition of those deeds accomplished by a local, the most important ingredient is often slighted or omitted—the union membership. These people are essential to the union, for without the membership there is no local union. Unions are formed by the people and are for the people. The ideas on which unionism was founded haven't changed over the years. A fair day's work is exchanged for fair and equitable working conditions, benefits and wages.

The IBEW recognizes its members for the greatest service to mankind with its IBEW Life Saving Award. The inscription reads: "The greatest service to mankind is the saving of a



Local 41, Buffalo, N.Y., graduates: Left to right, first row, J. Timpanaro, M. Griffin, S. Mandiak, J. Kulikowsky, A. King, F. Goettleman Jr. and R. Monaghan; second row, J. Girndt, T. Reedy, G. O'Connor, R. Szopinski, T. Gilbride Jr., J. Sawicz, M. Klier and D. Kogler.

human life. The above-named member of this local union, with presence of mind, prompt action and genuine concern for a fellow man did perform this service on the date specified. All members of the IBEW join in expressing sincere gratitude."

Four of our members met this criteria: Jeff L. Curtis, Illinois Power Co., Bloomington Unit; Russel Ritter, Illinois Power/Clinton Power Station; Lester LeRette, Illinois Valley Electric Co-op, LaSalle Unit; and Kathy F. Bennett, General Telephone Co., Bloomington Unit. We salute you; we thank you and are proud to be your union Brother and Sister.

Attend your union meetings; this is where it all begins.

DOMINIC RIVARA, P.S.



Left to right are Bro. LeRette and Local 51, Springfield, Ill., Pres. Dom Rivara.

LOCAL SUPPORTS STRIKERS

L.U. 57 (o,u&t), SALT LAKE CITY, UTAH—Organized labor in Utah has been fighting an uphill battle for a long time; but the local unions affiliated with the Central Federation of Labor picketed in support of the Machinists, Pilots and Transportation Workers at the Salt Lake City Airport. Utah State AFL-CIO Vice Pres. Connie Meske coordinated the union effort, and state Pres. Ed Mayne was also on the picket line. Several staff members from Locals 57 and 354, Salt Lake City, were among the picketers. Eighth District Rep. Donald Shaputis was also there. We need to send a message to Frank Lorenzo by boycotting Eastern and Continental Airlines. Union solidarity is the only answer to Mr. Lorenzo.

The facts are not yet in, but there's a possibility we may be dealing with a "Lorenzo factor" at the Pacific Corp.—"take from the workers and give to the bosses," or "take from the needy and give to the greedy." Only time will tell.

There was a shop stewards meeting during the first part of August. We can put the glue into our union and bond this local into one body of leadership. If you have anyone out there telling you they don't need a union, tell them to wake up and smell the roses.

NORMAN R. BROWN, P.S.

GRADUATES LAUDED

L.U. 59 (i,o,u&em), DALLAS, TEX.—The Dallas JATC held its Annual Completion Dinner at the Dallas Hil-

ton Inn on June 1. This dinner honors the apprentices who have completed their four years of training to become journeyman inside wiremen. Each graduate is presented a certificate by the Bureau of Apprenticeship (Dept. of Labor) and a certificate by the National Apprenticeship Committee. A bronze medallion, with their name and completion date engraved on it, is presented by the National JATC.

This year the top awards included the Ronnie and Lillian O'Riley Award for Excellence, presented by the IBEW, and the Outstanding Apprentice Award, presented by NECA, to Bro. Troy Bland. These awards are presented to a fourth-year apprentice for an overall outstanding performance during four years of training. The local annually presents an award to an outstanding apprentice in each class year who has outstanding grades and on-the-job performance. Local union attendance and community involvement are taken into account. This year's recipients of the Gold Pliers Award were James Pollock, first year; David Atterberry, second year; and Gary Berch, third year.

NECA presents achievement awards to an outstanding apprentice in each class year. This year awards went to Benito Garza Jr., first year; Dennis Walker, second year; and Gary Corbett, third year. The Local 59 Credit Union annually presents a Hard Hat Award from each class year: James Pollock, first year; Roger Reynolds, second year; Gary Berch, third year; and David Moore, fourth year. Committee members Eddie Horton and Keith Ernst presented awards to 11 students who had perfect-attendance records for the entire four years. It took a lot of effort for them to achieve such an outstanding attendance record.



Members of Local 57, Salt Lake City, Utah, join the picket line at Salt Lake City Airport.



Local 59, Dallas, Tex., graduates.

North Lake College Pres. Dr. James Horton presented associate degrees in electrical construction to eight people. Some of them graduated this year, and some graduated several years ago. Congratulations, graduates.

A. C. McAFEE, P.S.



Taking a break on a hot day, journeyman linemen Charles Taylor and Michael "Hardrock" Righman smile for the Local 71, Columbus, Ohio, photographer.

WORK REMAINS GOOD

L.U. 71 (o&rtb), COLUMBUS, OHIO—Work in our jurisdiction remains good for now, and we have several travelers working. We have 60 apprentice linemen indentured into the ALBAT program. The future of our local rests in our apprentices. Soon they will carry on the strong, rich tradition of Local 71—one of the finest outside construction locals in the IBEW.

Negotiations will begin with our engineers and floor directors at WCMH-TV. Steward Ray Heister will head our committee and will

undoubtedly do his very best. Negotiations for our Fourth District URD, telephone and power line agreements will soon be concluded. With an increase of utility work in our area and a shortage of skilled journeyman linemen, a respectable increase in wages is in the offing.

Several distribution linemen are still needed in our jurisdiction. To inquire about wages, benefits, working conditions and hours worked, please call our office for details.

Sisters and Brothers, take pride in your union. Any union is only as strong as its members. Support Local 71, and be proud of your local. Don't forget to attend your union meetings each month.

GREGG A. SICKLES, P.S.



Speaker Foley greets Local 73, Spokane, Wash., Bus. Mgr. Barnes.

PROGRAM RENEWED

L.U. 73 (i,c&em), SPOKANE, WASH.—Tom Foley, speaker of the House of Representatives, has an admirable record of support for labor. He has always been very approachable in the past, and our local shares a great deal of pride with the rest of our community by having a neighbor occupy this prestigious and influential position.

We welcome a major, heretofore nonsignatory, contractor into the ranks of union affiliates. Power City Electric signed letters of assent in late June. While historically commanding a major block of work in this area, this action should have a significant, positive impact for our members in the organized industry.

By a vote of over 2-to-1, our members renewed the funded Market Recovery Program. After an 18-month experience, the program was brought up for review before the membership. Upon evaluation of the data accumulated, it became apparent the program was working and returning a dividend in many areas. The conversion of Power City was largely made possible by this program. It has become a formidable organizing tool.

The results of the local elections are as follows: Bus. Mgr.-Fin. Sec. Harry Barnes, Pres. Jack Rosenbaum, Vice Pres. John Frank, Rec. Sec. Rod Hedman, Treas. Mike Berarducci; Exec. Bd. members Doug Barnard (at large), Ron Corssin (Lewiston/Clarkston), Craig Cline (Manufacturing Unit); Examining Board members Wayne Bergstresser, Don Forkner, Dennis Stapleton; and Glen Evans, Harry Reetz, Jack Rosenbaum, delegates to the International Convention.

HARRY REETZ, ASST. B.M.

ELECTION RESULTS ANNOUNCED

L.U. 77 (o,u&mt), SEATTLE, WASH.— At the April 21 Unit Conference, delegates called for stronger safety guidelines to help reduce the alarming rate of accidents. Two recent fatalities involving a lineman and a tree trimmer, both members of Local 77, brought the matter home. Vice Pres. Dick Vaughn; representatives from the state, labor and industry; Asst. Dir. of Safety and Health Dave Hutchins; and Safety Compliance Officer Glen Everson were members of the Safety Panel.

The delegates enthusiastically received special guest speaker, Idaho state Sen. and Local 77 member Ron Beitelspachor, who came to the conference with a strong message of unity, involvement in the country's process to instill interest in the public offices at all levels and to run for office.

We remember our members who helped build a great wonder in our state, the Grand Coulee Dam. In June the centennial of that great project was observed with a laser and fireworks show sponsored by the IBEW, in conjunction with other unions, to honor our labor men and women of all trades.

Our construction books are fairly clear. The construction outlook is good with several transmission projects anticipated before the year's end. Tree-trimming work has had severe problems with nonunion tree trimmers. Puget Power and Light has brought in nonunion tree trimmers. This has resulted in 50 percent of the tree-trimming work on Puget property being done by nonunion trimmers. Local 77 is committed to vigorously working to increase membership through organizing.

Officers elected for the next three-year term were: Pres. Richard Becker, Rec. Sec. Reuben Gable, Bus. Mgr. Joseph Murphy Jr., Vice Pres. Richard Vaughn, Treas. Danny Nelson. Elected to the Executive Board were J. Art Bryant, Steve Campbell, John Tomac, Robert Isley III, Tracy Colard and Tom Hayes. And elected to the Examining Board were: Bill Chalender, Dale Erickson, Mike Fitzpatrick, Joe Matthias and Byron Rice.

REUBEN GABLE, R.S.

OFFICERS ELECTED

L.U. 79 (u), SYRACUSE, N.Y.—In early May nominees for officers, Executive Board members and delegates to the International Convention were made by our members. Voting took place in June with the following results: Pres. Raymond Vallilee, Vice Pres. Russell Kiggins, Rec. Sec. Frank Esposito, Fin. Sec. Kenneth McAndrew, Treas. Robert Krenrich; Exec. Bd. members J. Ryan (Group I), F. Perez (Group II), F. DelVecchio (Group III), G. Monteleone (Group IV), B. Walsh (Group V), L. Connelly (Group VI) and J. Bojczuk (Group VII).

We congratulate all the candidates who ran for positions. We're sure these elected members will do their best in representing the Brothers and



Local 79, Syracuse, N.Y., members and Local 1484 members supporting the Dietz workers of UAW. (Far left, Pres. Vallilee's grandson, Christopher Corfield.)

Sisters of our local.

The local hosted its Annual Golf Tournament on Aug. 5 at the Westvale Golf Club in Camillus, N.Y. One last reminder to all members and retirees: Don't forget the 90th Anniversary Dinner-Dance on Oct. 21 at the Liverpool Sheraton Hotel. For details contact the union office at (315) 474-3164. The present membership as of June 1 is 922-870 "BA" members and 52 "A" members.

RICHARD MICHAELS, P.S.

FAREWELL, BRO. WALLACE

L.U. 103 (i&cs), BOSTON, MASS.— On June 16 the officers and members said farewell and thank you to Jim Wallace, a long-time officer. Over 350 friends of Jimmy's enjoyed the festive evening and congratulated him on his retirement. Pres. Bill Walker and Bus. Mgr. Russ Sheehan presented him with a plaque and personally thanked him for his long and dedicated service to the local and the labor movement. On behalf of the officers and members, we wish Jimmy and his family the best of luck on his retirement.

On June 15, 139 apprentices became journeymen. The officers and members wish the new journeymen lots of luck and send these words of wisdom—be proud to be a union member.

On June 22, 24 telecommunication apprentices graduated to full technicians. The Telecommunication Division started six years ago, and this was the first formal graduation of telecommunication apprentices. Pres. Walker, Bus. Mgr. Sheehan and Apprenticeship Tr. Dir. Phil Mason did

outstanding jobs with this year's graduation.

WILLIAM T. CORLEY, P.S.

SUPPORT THE NEW OFFICERS

L.U. 111 (o,u,em,mt,spa&rtb), DENVER, COLO.—Congratulations to our newly elected officers. The results are Robert Mason, business manager-financial secretary and International Convention delegate; David Williams, president and International Convention delegate; John Stevenson, vice president; Bruce Lawlor, recording secretary; and Mary Kelley, treasurer. The Executive Board members are Byron Allen, Cynthia Johnson, Dana Crownover, William Johnson, Steve Martin, Jim McDermott, David Ohlendorf and Patrick Weak. The Examining Board members are John Bowen, Dennis Miller and Mike Schimpf. We extend our support to these leaders and wish them the best in representing our membership during the next three years.

Special appreciation goes to Bro. Justin Tate, former recording secretary, and Randy Verseman who did not run for reelection.

Stay abreast of your union activities by attending your regular unit meetings, so your officers and staff can better represent you.

JOHN L. DAVIS, P.S.

NEGOTIATIONS UNDER WAY

L.U. 125 (o&u), PORTLAND, ORE.— Work around the area has slowed

down. There aren't too many big jobs going, mostly short calls. Luckily, everyone is still working; and NECA contractors are still looking for a few journeyman linemen.

Our members at Portland General are gearing up for negotiations. This should be interesting as the local is taking a different approach to these negotiations. We have a few contracts still open. These contracts aren't open due to the double-time issue.

Bonneville Power members have settled their contract. It was settled with fair and up-front negotiations with honorable people dealing for management, which was a breath of fresh air from what we are accustomed to in some areas of the local.

At Pacific Power there is work in restructuring the apprentice program. They are upgrading the tests and the pool placement process. This is something that has been long needed and long coming. Management is, however, still adrift in their ability to work with our members effectively. It's unfortunate they can't promote harmonious relationships with the hands. Just ask our Utah Brothers.

The unfair labor practice hearing involving CP National-Gas wasn't a favorable ruling. With the Reagan appointees still in office, it seems they didn't handle this in a very impartial manner before coming out with a ruling of reaching an impasse after only one day of negotiations.

The PAC is moving forward; more and more members are contributing. We all need to contribute as a new means and tool for negotiations. If management won't negotiate, we'll legislate. Become involved in your own destiny—contribute!

RAY COWELL, P.S.

UNTIRING EFFORTS RECOGNIZED

L.U. 131 (i,rtb,rtb&spa), KALAMAZOO, MICH.— On April 22, 63 people representing our local walked in the March of Dimes Walkathon. We raised \$2,246. Many thanks to Betsy Rice and Chris Roberts for their untiring efforts in organizing the affair.

Work in our area isn't as good as we'd anticipated, since some of the jobs we'd hoped to man went to unfair contractors. With the rats moving in at an alarming rate, we've an uphill battle to fight to turn the work situation around. We're trying several different tactics in hopes this might be achieved. It's everybody's problem, and our future is at stake. Everybody needs to do their part. With unity we can persevere—Be union! Buy union!

VICKY WIGHT, P.S.

ENJOY YOUR BENEFITS

L.U. 139 (i&u), ELMIRA, N.Y.—Our members attended an informal retirement party held at El Monty Inn. The guests of honor were Bros. Leo Davis and George Maher. The party was organized by Bob Cornell and Bob McCafferty. There were about 70 members present to wish the new



Members of Local 131, Kalamazoo, Mich., participate in the annual March of Dimes Walkathon.

retirees a happy and long retirement.

This is another example of the benefits unionized workers can look forward to. Instead of facing an uncertain retirement, our Brothers and Sisters can feel secure by knowing their IBEW local has worked hard through the years to secure decent retirement benefits for them.

TOM BEECHER, P.S.



Local 139, Elmira, N.Y., retirees Leo Davis, George Maher and Bob Patterson.

COMMUNITY AID STRESSED

L.U. 145 (i,o,u,em,rtb,rts,catv&spa), ROCK ISLAND, ILL.—We are implementing a Joint Advertising Committee comprised of contractors and union members, each donating time, ideas and capital.

The Community Service Committee has many projects in which it is involved at this time, including the Care and Share Program, which provides food for the area's needy. The local is also very involved in the March of Dimes and its efforts to prevent birth defects.

Some members of our local attended a course on counseling designed to enable our members to talk with someone they know before being directed to an outside agency for help. These are stressful times, with our fast-paced society and the increased economic pressures piled on the working class by the retired actor from California.

I'd like to share a story I read as a child. An old man had several sons he called together one day to ask them to break a bundle of sticks. Each son put forth his maximum effort, but none was able to break the bundle. The father separated the bundle and gave each son a branch. The sons then each broke their branch with ease. The eldest son exclaimed, "Brothers, union builds strength." Brothers and Sisters, unions are our strength. If we work together, there is no adversity we cannot overcome.

JEFFREY BOWMAN, P.S.

WE'RE SHARING THE LOAD

L.U. 159 (i), MADISON, WIS.—On June 9 the local elected new officers: Pres. Thomas Kepler, Vice Pres. Dave Conrad, Rec. Sec. Dennis Eley, Fin. Sec. Leland Lemens, Treas. Wayne Peddler, Bus. Mgr. Joseph Strenger; Exec. Bd. members James Borchert, Dennis McGinley, Thomas Riechman; Examining Board members Robert Bennicoff, Howard Czoschke, Michael Lake.

We express our appreciation to our outgoing officers for their contributions and efforts. Hopefully the rest of our membership will invest as

much in our local as you did.

Fifty-year pins were awarded to Rueben Moll, Henry Dehaan, Herman Schneider and M. H. Kidder; a 55-year pin went to Roland Endres. Congratulations and much luck, Brothers.

It's with deep sorrow I report the passing of Bro. Ralph Conrad on June 20. He was initiated on Sept. 26, 1946, and served as business manager from 1965 until his retirement August 1980. Bro. Conrad served our local with great pride. The officers and members of the local extend their deepest sympathy to his family. He will be missed.

Our work situation has been holding well due to the efforts of our Marketing Committee and our Target Program. We have managed to re-coup some of our outlying areas which have been long neglected. It's with much appreciation we've been able to offer work to other members, especially Locals 364, 388, 890 and other locals which have assisted us in our time of need. We hope and expect it to continue for a while.

THOMAS S. RIECHMAN, P.S.

SISTER MURTAGH SPEAKS OUT

L.U. 165 (t), CHICAGO, ILL.—Congratulations to Bro. Calvin Perry who was appointed on June 1 to the Local 165 COPE Committee by Pres.-Bus. Mgr. Bob Dahlke. Bro. Perry has 20 years on the job with Illinois Bell as a central office technician. He's served the members as a steward for the past 15 years. He's a graduate of the four-year labor education program at Roosevelt University in Chicago and will be a welcome addition to the COPE Committee. Salute!

Our contracts with the city of Chicago and AT&T have been ratified by the membership. We have reached a tentative agreement on our two contracts with Illinois Bell and are in the process of membership ratification. Negotiations are under way with Ameritech.

At our June membership meeting, we had Sister Betsy Murtagh, striking flight attendant, as our guest speaker. She reported on the strike against Eastern Airlines by the Machinists, Pilots and Flight Attendants. Sister Murtagh related how the strike was caused by the scab-labor policies of Frank Lorenzo who is trying to create a sweatshop at 35,000 feet. She be-



Some of the Local 165, Chicago, Ill., staff members who work as Quality of Work Life coordinators and facilitators at Illinois Bell at a seminar are, left to right, front row, Larry Niemiec, John Hecimovich, Joan Waskowski, Rich Blackwell; back row, John Cheeseman, Jim Leamy, Mike Palkiewicz and Dick Mosny.



Local 177, Jacksonville, Fla., graduates. Front row, from left, Carl Ludwig, David McDugald, Richard Ferguson (outstanding apprentice), Neal Wright, David Halter; middle row, Vernon Baggett, Tim Frew, Lee White, Daniel McEachern, Mark Sapp, Ron Scarle, Jerry Davis, Don Smith, James Wollitz; back row, Dickey Ludwig, Joe Daly, Larry Cogburn, Jerry Wallace, Alan Jones and David Nessmith.

lieves he bought Eastern with three goals in mind: to bust the unions, to sell off assets of the company and to take Eastern into bankruptcy, which are the same tricks he used to break the unions at Continental Airlines, whose employees are now among the lowest-paid workers in the industry. Sister Murtagh stated Lorenzo has accomplished two of his goals, but she was proud to say the members of the three beleaguered unions were hanging in there and sticking together. We can help by refusing to fly Eastern or Continental until the strike is settled and fairness is achieved for all of Eastern's workers.

The Illinois State Labor Press Assn. will meet for its annual conference on Sept. 16 in Bloomington, Ill. For further information, contact me in care of the local.

JOHN F. CHEESEMAN JR., P.S.

WORK SCENE UNIMPROVED

L.U. 177 (i&o), JACKSONVILLE, FLA.—Jobs have finished, while new and somewhat smaller ones have begun. The work situation hasn't really improved in the past few months. We have several members on the bench with slim hopes of going out to a job which will last for a long period.

The new construction is being done by the open shops, which have to hire men out of all the open shops in town. And there are well over 100 electrical contractors in this area. It seems anyone who's ever held a screwdriver or a pair of pliers thinks he can be an electrical contractor. Some of these open shops are being run by former members who were

taught in our apprenticeship program. Thankfully most of our members don't think this way.

Our graduation ceremonies were held May 26. Many hours of classwork and on-the-job training are now behind our new journeymen. We wish them well and hope they continue their education. Our journeyman classes are very good; some even have waiting lists.

Members' information is being placed into the new computer, so it will be easier to keep records. The Credit Union also has its own computer. Credit Union members, be sure you're familiar with the new rules and regulations. The government made some changes which affect new loans, including the amount of the loan. In addition, loan amounts have been increased for vehicle, boat and camper loans.

BILL GEHM, P.S.



Bro. Floyd W. Kohl, Local 185, Helena, Mont., recently received 40-year and retirement pins from Bus. Mgr. Robert Murphy. Bro. Kohl is on disability pension.

PROBLEMS DISCUSSED

L.U. 199 (t), FORT MYERS, FLA.—The Employee Handbook and positive-discipline cases were scheduled for arbitration in August. Shortly after will come the case of an I&R man in Avon Park who the company accuses of stealing \$2.00 from a pay phone. This case is very similar to one several years ago. The union won that case, and he is still a valuable employee.

There's no way the company can accomplish its managerial goals through leadership alone. The latest wrinkle in the ever-evolving plan is a thing called "ethics." This means if you are aware of an unethical practice in your department, it's ethical for you to blow the whistle. This subliminal message will be carried in a surface message which says, "Don't divulge company information to anyone, even fellow employees." Your idea of ethics and what the company will describe as ethics will probably be miles apart.

(Continued on Page 27)

ORDER NOW FOR HOLIDAY GIFTS!

With holiday gift-giving around the corner, remember that "someone special" with these very special gifts from IBEW. Order today! Use the handy order form with this catalog.



IBEW CUT-OUT TIE TAC

1J Goldtone w/cut-out block lettering

IBEW LINEMAN'S TIE TAC

23J Goldtone lineman on utility pole

IBEW BAR TIE TAC

1JA Goldtone bar w/raised lettering

IBEW TIE CLASP

10J Goldtone w/IBEW logo

IBEW TIE TAC

28J 14k Gold—diamond cut w/polished finish

DIAMOND SHAPED TIE TAC

8J Goldtone w/IBEW logo



IBEW PENDANT/MEDALLION

27J 14k Gold, diamond cut w/polished finish (chain not included)

IBEW EARRINGS

26J 14k Gold w/14k gold wires diamond cut w/polished finish

NEW DESIGN!

Now there's an elegant new design for all IBEW watches! We've replaced the old faces with an attractive medallion dial. We still offer a choice of IBEW logo or an IBEW initials watch. Now all models have convenient expansion bracelets. The new watches are designed and manufactured by the Hamilton Watch Company.

Watches will be available October 1st, so use the handy order form to place your order today!



IBEW MUG (glassware w/permanent fired 22k gold)
5 Blue w/gold fired logo and trim
PLAYING CARDS (plastic coated) (double deck)
94 IBEW Logo w/Plastic carrying case



IBEW TIE (50% polyester/50% silk)
56 Navy w/white pin dots & solid red stripe w/solid white stripe & white IBEW lettering
57 Grey w/light grey pin dots & burgundy stripe w/light grey IBEW lettering
IBEW LOGO TIE (100% dacron polyester)
12T Navy w/gold logo print



IBEW SUSPENDERS
92 BLUE Blue w/red trim
92 RED Red w/green trim
92 BLK Black w/grey trim
 R, X, XX



IBEW PULLOVER SWEATER (100% orlon knit)
91W Ivory w/red & gold embroidered lettering
92R Red w/blue & gold embroidered lettering
93B Blue w/red & gold embroidered lettering
 S, M, L, XL, XXL



93TB
IBEW LADIES' TAM WITH VISOR (100% jacquard knit)
93TB Navy tam and visor w/gold imprint & pom pom
 One size fits all



FLIGHT BAG (100% nylon)
96 Royal blue w/yellow strap & IBEW lettering
 13" x 13" x 7"
DUFFEL BAG (100% nylon)
97 Navy blue w/white logo imprint
 21" x 9½" x 9½"



IBEW EMBLEM JACKET (100% oxford nylon; white quilt lining; rib knit neck, cuff and waist)
54R Red w/white embroidered logo
55B Blue w/white embroidered logo
 S, M, L, XL, XXL

IBEW MERCHANDISE ORDER FORM

		SIZE	QUAN- TITY	PRICE EACH	TOTAL PRICE			SIZE	QUAN- TITY	PRICE EACH	TOTAL PRICE
1J	CUT-OUT TIE TAC	—	—	\$ 4.75	—	96B	BLUE CLUB CLASSIC SHIRT	—	—	\$15.50 (S, M, L, XL)	—
1JA	BAR TIE TAC	—	—	\$ 4.60	—					\$16.00 (XXL)	—
8J	DIAMOND SHAPED TIE TAC	—	—	\$ 4.75	—	96W	WHITE CLUB CLASSIC SHIRT	—	—	\$15.50 (S, M, L, XL)	—
10J	TIE CLASP	—	—	\$ 6.50	—					\$16.00 (XXL)	—
23J	LINEMAN'S TIE TAC	—	—	\$ 5.00	—	91W	IVORY PULLOVER SWEATER	—	—	\$33.50 (S, M, L, XL)	—
28J	TIE TAC 14K	—	—	\$39.00	—					\$37.00 (XXL)	—
2J	LAPEL BUTTON 3/8"	—	—	\$ 4.75	—	92R	RED PULLOVER SWEATER	—	—	\$33.50 (S, M, L, XL)	—
3J	LAPEL PIN (LADIES)	—	—	\$ 4.75	—					\$37.00 (XXL)	—
6J	LAPEL BUTTON 1/2"	—	—	\$ 5.00	—	93B	BLUE PULLOVER SWEATER	—	—	\$33.50 (S, M, L, XL)	—
7J	DIAMOND SHAPED LAPEL BUTTON	—	—	\$ 5.25	—					\$37.00 (XXL)	—
11J	YEARS OF SERVICE PIN	—	—	\$ 4.75	—	15	EMBLEM JACKET	—	—	\$26.00 (S, M, L, XL)	—
	YEARS OF SERVICE (5-45)	—	—	—	—					\$27.50 (XXL)	—
11JP	YEARS OF SERVICE PIN	—	—	\$ 4.75	—	15R	RED INITIAL JACKET	—	—	\$27.00 (S, M, L, XL)	—
	YEARS OF SERVICE (5-45)	—	—	—	—					\$28.00 (XXL)	—
13J	AUXILIARY PIN	—	—	\$ 4.25	—	15B	BLUE INITIAL JACKET	—	—	\$27.00 (S, M, L, XL)	—
14J	TELEPHONE PIN	—	—	\$ 5.00	—					\$28.00 (XXL)	—
18J	RETIREMENT BUTTON	—	—	\$ 5.50	—	54R	RED EMBLEM JACKET	—	—	\$33.50 (S, M, L, XL)	—
26J	EARRINGS 14K	—	—	\$71.00	—					\$35.00 (XXL)	—
27J	PENDANT/ MEDALLION 14K	—	—	\$37.00	—	55B	BLUE EMBLEM JACKET	—	—	\$33.50 (S, M, L, XL)	—
21J	LOGO WATCH (MENS)	—	—	\$85.00	—					\$35.00 (XXL)	—
21JA	IBEW WATCH (MENS)	—	—	\$79.00	—	4B	BLUE INITIAL CAP	—	—	\$ 7.25	—
24J	LOGO WATCH (LADIES)	—	—	\$85.00	—	4R	RED INITIAL CAP	—	—	\$ 7.25	—
24JA	IBEW WATCH (LADIES)	—	—	\$79.00	—	92B	BLUE HOCKEY CAP	—	—	\$ 5.00	—
11	BLUE LOGO T-SHIRT	—	—	\$ 6.50 (S, M, L, XL)	—	92R	RED HOCKEY CAP	—	—	\$ 5.00	—
		—	—	\$ 7.75 (XXL)	—	93TB	LADIES' TAM	—	—	\$ 6.50	—
13	WHITE LOGO T-SHIRT	—	—	\$ 6.50 (S, M, L, XL)	—	22J	EMBLEM BELT BUCKLE	—	—	\$ 8.30	—
		—	—	\$ 7.75 (XXL)	—	34	DRESS BELT BUCKLE	—	—	\$ 9.00	—
11L	BLUE LABEL T-SHIRT	—	—	\$ 6.50 (S, M, L, XL)	—	16	CLOTH PATCH 3 1/2"	—	—	\$ 3.50	—
		—	—	\$ 7.75 (XXL)	—	16A	CLOTH PATCH 8"	—	—	\$15.50	—
13L	WHITE LABEL T-SHIRT	—	—	\$ 6.50 (S, M, L, XL)	—	97	DUFFEL BAG	—	—	\$18.50	—
		—	—	\$ 7.75 (XXL)	—	12T	LOGO TIE	—	—	\$ 8.00	—
95B	BLUE LOGO COACH SHIRT	—	—	\$12.50 (S, M, L, XL)	—	56	NAVY TIE (POLY/SILK)	—	—	\$15.00	—
		—	—	\$13.00 (XXL)	—	57	GREY TIE (POLY/SILK)	—	—	\$15.00	—
95W	WHITE LOGO COACH SHIRT	—	—	\$12.50 (S, M, L, XL)	—	91B	NAVY SCARF (SILK)	—	—	\$16.00	—
		—	—	\$13.00 (XXL)	—	91R	RED SCARF (SILK)	—	—	\$16.00	—

(over)

IBEW MERCHANDISE ORDER FORM

	QUAN- TITY	PRICE EACH	TOTAL PRICE		QUAN- TITY	PRICE EACH	TOTAL PRICE
72	FLAG SET	\$ 6.00	_____	180	EMBLEM DECAL 1 1/2"	\$80.00 1000 or 8c ea	_____
73	FLAG 12" x 18"	\$10.00	_____	183	BUMPER STICKER	25c ea	_____
74	FLAG 4" x 6"	\$ 3.50	_____	25J	ZIPPO LIGHTER	\$ 8.00	_____
178	EMBLEM DECAL 3"	\$80.00 1000 or 8c ea.	_____	94	PLAYING CARDS (DOUBLE DECK)	\$ 4.25	_____
179	EMBLEM DECAL 8"	\$50.00 100 or 50c ea.	_____	15J	KNIFE MEDALLION KEY CHAIN	\$ 5.00	_____
				5	MUG	\$ 5.50	_____

NEW ITEMS

	SIZE	QUAN- TITY	PRICE EACH	TOTAL PRICE
IBEW SUSPENDERS				
92BLUER (Blue w/red trim)	REG	_____	\$15.50	_____
92REDR (Red w/green trim)	REG	_____	\$15.50	_____
92BLKR (Black w/grey trim)	REG	_____	\$15.50	_____
92BLUEX (Blue w/red trim)	X-LG	_____	\$17.50	_____
92REDX (Red w/green trim)	X-LG	_____	\$17.50	_____
92BLKX (Black w/grey trim)	X-LG	_____	\$17.50	_____
92BLUEXX (Blue w/red trim)	XX-LG	_____	\$18.50	_____
92REDXX (Red w/green trim)	XX-LG	_____	\$18.50	_____
92BLKXX (Black w/grey trim)	XX-LG	_____	\$18.50	_____
IBEW FLIGHT BAG				
96 (Royal Blue w/yellow Strap & IBEW Lettering)		_____	\$10.00	_____

DATE _____

NAME _____

TOTAL THIS ORDER \$ _____

LOCAL UNION # _____ CARD # _____

Remittance to cover total cost **must** accompany order
Make all checks payable to: IBEW

STREET _____

RETURN TO:

CITY _____ ST _____ ZIP _____

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**
Room 916
1125 Fifteenth Street, NW
Washington, D.C. 20005

IBEW pays all postage & handling
Do not include in per capita report
Canadian orders must be submitted to the First District Office

Photocopy additional forms as needed.

LOCAL LINES

(Continued from Page 22)

The contract has been signed. In addition, the two women fired in Avon Park have been reinstated with full seniority. The cases against all three fired in Avon Park were totally without merit, which leads me to believe top management has issued a directive to fire someone.

GERALD DEWOLF, P.S.

ELECTION RESULTS

L.U. 215 (i), POUGHKEEPSIE, N.Y.—Our local held elections on June 3. The new officers are Pres. Russ Smith, Vice Pres. Michael Cruger, Rec. Sec. Timothy Smith, Bus. Mgr.-Fin. Sec. John Varricchio, and Treas. Harold Minard. Executive members are Edward Begosh, John Dispensa, David Kellogg, Stanley Kozlowski, Richard Minard, John Mordigal and Robert Cappellino. The Examining Board members are Edwin Clark, Darren Minard and Rodney Tortarella.

Our local and Plumbers Local 203 sponsored an Asbestos Abatement Program. Ten members attended the multihour course.

Benefit Trust Officer David Kellogg has been nominated to represent his district as Democratic councilman in the town of Wappinger election. Our congratulations to Bro. Donald Rider following his appointment to the town of Wappinger Recreation Commission.

It has been reported New York Gov. Mario Cuomo is a friend of labor. However, it's a mystery regarding the lack of concern and the staffing of a very low number of prevailing-wage enforcement investigators employed by the state Dept. of Labor. If New York's prevailing-wage laws were proper, additional union tradesmen would be employed rather than the nonunion element working at substandard wages. Also, the state treasury monies would increase substantially because additional income taxes would be paid at the prevailing rate of pay rather than the substandard rate of pay.

Work safely; stay informed and attend your union meetings.

BOB CAPPILINO, P.S.



Former Local 231, Sioux City, Iowa, Bus. Mgr. Gilbert with longtime Bros. Lewis, left, and Hansen.

SERVICE PINS AWARDED

L.U. 231 (i,u,em,rtb,catv&spa), SIOUX CITY, IOWA—At the spring dinner-dance, 78 pins were awarded

in recognition of years of service to the local. Former Bus. Mgr. Gary Gilbert presented two 55-year pins to Wesley Hansen and Keith Lewis. Keith was president of the local in the late '40s and early '50s, leading it through some very troubled times and setting the course which made 231 one of the best around.

Fourteen retired members received IBEW watches. When they check the time, they'll be reminded of many years of pleasant work in the IBEW. In addition, 19 members received 40-year pins; three received 35-year pins; 16 received 30-year pins; 17 received 25-year pins; 11 received 20-year pins; and 10 received 15-year pins.

TOM CORRIGAN, P.S.

GALA EVENTS MARK 75 YEARS

L.U. 237 (i), NIAGARA FALLS, N.Y.—Our 75th Anniversary Banquet was held May 13 at the Ramada Inn in Niagara Falls. Bro. Robert Knox gave the invocation, and Vice Pres. and Entertainment Chmn. Marino Felice welcomed everyone and introduced the guest speakers. They were Bus. Mgr. William Choboy, Niagara Falls Mayor Michael O'Laughlin, Third District Int. Vice Pres. Donald Funk and First District IEC member John J. McNulty.

Local Pres. John Baird presented service pins to numerous 10- and 15-year members and to John Baird, Gerald DeLaurentis, James Heft, Ronald LePine, David Saph, 20 years; Richard Golaszewski, Arnold Littlewood Jr., William Moon, Frank Polley, Albert Stoneham, Steven Zambotti, Jack P. Kennedy, 30 years; John Fassel, Frank Scheller Jr., James Schmitz, Thomas Shomers, Alan Smith, Robert Stewart, Gordon Wallace, Richard Woolcutt, 35 years; and Robert Clarkson and Arthur McGill, 40 years.

Several retirees were also honored: Vincent DeLorenzo, 35 years; Donald Carter Sr., Frank Dworecki, James Lowes and John Wise, 40 years; Harry Adams, Theodore Botticelli, James Butler and Robert York, 45 years; Robert Barone, Andrew Lucas, Mathew B. Jerla and John Warner received retirement watches.

Entertainment Chmn. Felice and his committee also held a Friday night casual cocktail party and a Saturday afternoon fashion show. We thank the many locals who purchased ads in the program and those who helped celebrate our 75 years in the IBEW.

JAMES TERREBERRY, P.S.

ELECTION RESULTS ANNOUNCED

L.U. 257 (i,em,rtb,rtb&spa), JEFFERSON CITY, MO.—Elected as officers on June 3 were Pres. Richard Van Sciver, Vice Pres. George Fischer, Rec. Sec. Phil Butts (also delegate to the I.O. Convention) and Bus. Mgr.-Fin. Sec. Emil Fischer. Executive Board members are Dave Brunk, Don Bruemmer, Jim Bruemmer, Larry Jones, Bill Jurgensmeyer,



Local 261, Groton, Conn., members await the outcome of the election.

Sam Hamacher and Herschel Schulte. Examining Board members are Scott Brunk, Charlie Farris and Dave Hurst (also alternate to the Convention). Congratulations to all the officers. A big job lies ahead, and it'll take everyone's help pulling together.

Five crafts participated in DAD's Day on June 17: our local, Bricklayers Local 11, Sheet Metal Workers Local 36, Plumbers Local 35 and Carpenters Local 945. We were very successful in the central Missouri area, collecting \$6,324—compared to \$3,000 in 1988! We thank all the members who gave their time for this very worthy cause.

In June construction was slow with nearly 100 men on the books, but members are getting out in several locals in the East. There's some work in the talking stage right now, which is more than there has been.

KRCG-TV 13 is preparing for contract negotiations with its new owner. The proposals are about what we expected. There're two grievances going to arbitration. General Telephone Co. also had several grievances in the mill; a couple were set for mediation in June, while another was scheduled for arbitration later.

Although we don't have the results of the GTE-Unit 2 election for Executive Board, the other three unit officers are Chmn. Dale Adams, Vice Chmn. Bill Vaughn and Rec. Sec. Betty Bugg. They ran unopposed.

Central Electric Manufacturing was in talks for a contract which expired July 1. Insurance was a big issue.

The Retirees Club officers are Pres. Orval Lenger; Vice Pres. Riley Richardson; Sec.-Treas. Ella Taylor; and Executive Board members Bill Dodson, Conard Nichols, Marvin Pauley, Bud Roark and Allen Taylor.

C. PHIL BUTTS, P.S.



Left, Local 257, Jefferson City, Mo., Org. Sam Hamacher and, right, Bus. Mgr. Fischer plot against the rats with Local 453 Bus. Mgr. R.D. Porter during the Annual Missouri AFL-CIO Alley Barbecue.

VOTING IS IMPORTANT

L.U. 261 (mar,mo&et), GROTON, CONN.—An important and essential activity to the welfare of any healthy union is the election of its officers. These elections allow members the right to select the people they want to represent them. Nominations were held at our May meeting. The meeting concluded with four members nominated for business manager and three for vice president.

A 12-hour election station across from the Electric Boat's main gate was provided. Our Retirees Club maintained the voting machines. The votes were counted with Leland "Bo" Miller and Ron Gannon collecting enough votes for a runoff election. Charles Witt and Bill Paquin were on the ballot for the No. 2 spot; 70 percent of the members turned out on June 27. Bo Miller was elected business manager, and Charles Witt was elected vice president. The officers were installed on July 9.

Special thanks to Tom Manfredi for his excellent job as election judge and to the Retirees Club for the long hours of work maintaining the machines. We also thank Richard McCombs for his assistance in gathering the material for this report.

THOMAS J. MCGOVERN, P.S.

BROTHER KING IS MOURNED

L.U. 271 (i,rtb,rtb&spa), WICHITA, KANS.—The local pays tribute to the memory of Bro. Larry D. King—born Nov. 16, 1948; initiated April 7, 1975; died May 8, 1989—by expressing its sympathy and regret to his family and friends in their time of sorrow.

JACK L. WILSON, B.M.-F.S.

75 YEARS CELEBRATED

L.U. 323 (i,o,u,es,rtb,rtb&spa), WEST PALM BEACH, FLA.—On May 13 we celebrated our 75th anniversary with a picnic at our apprenticeship schoolgrounds with 575 people present. The local thanks Bro. Ralph Lamb for a fine job he did organizing the event. Bros. James Worsham Sr., Norman Curry and Alex Dailey were honored at the picnic for 50 years of



Left to right are Local 323, West Palm Beach, Fla., Bus. Mgr. George Hudspeth Jr., Alex Dailey, James Worsham Sr., Vice Pres. Waters and Norman Curry.

service. Int. Vice Pres. Dan Waters made the presentation.

Others who were honored this year were W. P. Clark and Ray Wheeler, 50 years; A. J. Selzer, 55 years; and Harris Stanhill, 65 years.

It is with deep sympathy we report the passing of William Myers Sr. Bro. Myers was an Executive Board member of the state AFL-CIO and past state Democratic committeeman. He will be greatly missed.

A.E. FORD, V.P.

TWO UNITS JOIN DRIVE

L.U. 339 (u,t&rr), THUNDER BAY, ONT.—Local members invited management personnel to join in the Multiple Sclerosis Society fund-raising drive. Management staff from Thunder Bay Telephone and Thunder Bay Hydro responded; and in the two days of the event, we raised almost \$2,500. We thank the companies for their help and look forward to other joint efforts to help our community. We also thank the members who *unselfishly took part in helping Canada's IBEW charity; we know we can count on them.*

The local has a separate collective agreement with the city of Thunder Bay to cover the traffic-control and street-light technicians in the Public Works Dept. We now administer six collective agreements: Traffic-Control and Street-Light Technicians, Telephone Craft, Telephone Office and Communications Workers, Hydro Outside, Hydro Inside, and Hydro Building Staff.

I was honoured to attend the first Telecommunications Conference held in Canada. It was the most impressive presentation of the conference to date.



Local 339, Thunder Bay, Ont., members Jim Ruoho, left, and Glen Pohill manned the Carnival Day van for the MS Society.

Our hats off to the organizers in Vancouver, B.C. It was a pleasure to meet the many members from all over North America and share viewpoints on this rapidly growing industry. The speakers were very interesting and informative, and their messages of organizing and uniting were of the utmost importance to all branches of the IBEW.

JIM LEISHMAN, B.M.-F.S.

NEGOTIATIONS FORTHCOMING

L.U. 349 (i,o,u,m,p,s,e,m,r,t,b&s,p,a), MIAMI, FLA.—Sixteen fourth-year apprentices took the 1989 journeyman electrical exam and passed. Good luck to all of them.

A special meeting to discuss the upcoming negotiations for the Inside Construction Agreement took place on July 6 for all members who were eligible to vote.

On June 17 the local formed a group of apprentices and journeymen and hit the street corners and collected \$1,366 for the Diabetes Foundation. Pres. Marty Chew organized this group and hopes to have other donations for this foundation in the future.

We extend our sympathy to the families of the members who have passed away recently. These members put a lot into the making and strengthening of our local. God bless them; they will be missed by many: William Boden, John Ellis, Alfred Langlois, Leon Shushan, William Vreeland, John Drake, Lawrence Gomia, Rosco Scarbrough, Emory Underhill, Rudolf Ziegler.

CHARLES E. "BOBBY" ELLIOTT, P.S.



Former and current officers of the Local 353, Toronto, Ont., Retirees Club; back row, from left, G. Brown, R. Kistner, K. Lennon, Z. Edgar, T. McConnell, M. Gill, W. Wasilew; front row, J. Edgar, D. Bryden, J. Lambie and M. Mungy.



Local 357, Las Vegas, Nev., 1989 graduates. Left to right, back row, Barry Schultz, Wayne Alger, Stephan Ratelle, Drake Cherry, Yack Butler, Harry Hughes, David Kruleski and Clifford Myles; front row, Anthony Scappa, Bryan O'Leary, Robert McClone, Ron Duarte, Milton Cortez, Brian Cummings and Don Tussing.

CLUB HAS NEW OFFICERS

L.U. 353 (i,o&c), TORONTO, ONT.—On May 16, I attended the monthly meeting of the Retirees Club to help them take nominations for election of officers. Although most positions were filled by acclamation, there was an election on June 20 for sergeant at arms between Gordon Brown and Wasily Wasilew.

The officers are Pres. Michael Mungy, Vice Pres. Thomas McConnell, Treas. Zella Edgar and Sec. Kieran Lennan; Executive Board members are Milton Gill, Gordon Brown and Jack Edgar. The club members showed their appreciation to the outgoing executives, Pres. James Lambie, Vice Pres. Michael Mungy, Treas. Ralph Clark, and the team of Bill Anderson and David Bryden (secretary). We also extend our appreciation to the former executives for their time and hard work in making the club a success. We wish the newly elected executives the very best, and we look forward to working with them.

The club's strongest supporters have been the spouses. Their efforts to stimulate participation in the meetings through potluck lunches really are appreciated by the members and, upon occasion, by myself. The local now has assumed this responsibility by providing funds for the meals after the club meetings.

STEVE KNOIT, P.S.

CONGRATULATIONS, GRADUATES

L.U. 357 (i,o&c), LAS VEGAS, NEV.—The 1989 Apprentice Awards

meeting was held at the hall on May 13 for 15 graduates. Bus. Mgr. Cecil Wynn was master of ceremonies. The Gold Side-Cutter Award for class attendance was presented to Wayne Alger, Drake Cherry, Milton Cortez, Harry Hughes, Bryan O'Leary and Barry Schultz. Union-meeting attendance awards, the Mike Laux Award and a \$100 savings bond were presented to Ron Duarte. Two \$50 savings bonds were presented by the Richard Wright family to Drake Cherry and Tony Scappa. The Welding Award, a \$100 savings bond, was presented to Barry Schultz from Dick Cutbirth and family.

The academic awards were presented to Ron Duarte from Reeco, Milton Cortez from NECA, Tony Scappa from Local 357 and Barry Schultz from the James Maguire family. The outstanding apprentice for 1989 is Drake Cherry with a 95.5 percent average. He received a \$200 savings bond and an IBEW watch. Each graduate received a \$10 share in the IBEW Plus Credit Union and a gold IBEW tie tac from Cecil Wynn family.

We are saddened by the passing of Arthur Koeb on May 5 and William "Bill" Baier on May 22. May God have mercy on their souls, forgive them their sins and lead them to everlasting life.

ALLEN J. GLASS, P.S.

GOOD LUCK, NEW OFFICERS

L.U. 375 (i), ALLENTOWN, PA.—Election of officers was held on June 9 with a very large turnout of voters. Our new officers are Bus. Mgr.-Fin. Sec. William Newhard, Pres. Richard Foltz, Vice Pres. Richard Annawalt,

Rec. Sec. Bruce Carney and Treas. Whitney Kemmerer. The Executive Board members are Karl Geiger, Bruce Grim, Donald Miller and Stanley Parks. The Examining Board members are Frank Horvath, Dave Maurer and Mathew Rompilla. Good luck to all the new officers, and thanks to all who voted.

Work in our area is holding its own, and we hope it will last into the winter.

We wish Morgan Heist and Ray Siegfried the best of luck on their retirements. Bro. Siegfried has over 35 years in our local and spent 15 years teaching our first-year apprenticeship class as well as training them on the job. I know he did a fine job; I was one of his students. Ray was and always will be one of the local's best mechanics.

Remember to respect, praise, honor and fly "Old Glory" whenever you can.

RANDOLPH J. PARKS, P.S.



Left to right are Local 375, Allentown, Pa., Bus. Mgr. Andrew Kubik, Bro. Siegfried, Pres. Richard Foltz and Bro. Heist.

SOLIDARITY BRINGS ON SUCCESS

L.U. 399 (t,catv&govt), SPRINGFIELD, ILL.—Contracts for IBT and AT&T have been ratified. A lot of effort went on behind the scenes in preparation for a strike. In my unit, work on picket rosters took our officers three evenings after work—not to mention the time spent looking for a strike office and borrowing some furnishings to work with. The biggest reward comes when you get the call that an agreement has been reached and none of the picket schedules have to be used.

It's easy to look back and say the time was wasted, but it wasn't. By getting ready, we show management we will stick together; this puts our Bargaining Team in a better position to obtain a fair contract. A big thanks to everyone who labored behind the scenes in support of the union during the negotiations. The display of union solidarity played a key role in the successful results of the negotiations.

MARK R. CLAVER, P.S.

AGREEMENT NEGOTIATED

L.U. 445 (i&spa), BATTLE CREEK, MICH.—Organizing is a top priority. Bro. Jerry DeVore is leading the charge for both Locals 445 and 131, Kalamazoo, Mich. As organizer, he has been unionizing from the top down and the bottom up in an effort to recapture our work. Jerry was

unsuccessful in his bid for a Springfield City Commission seat; his efforts toward organizing, however, have been fruitful; and we thank him.

We are fortunate that work is good in our area. The efforts of our traveling Brothers are appreciated. Too much of our commercial work is being done nonunion; but with the help of the Electrical Industry Advancement Program (Elgin Plan), we can make more fair opportunities for work in our jurisdiction.

Our Brothers and Sisters have volunteered their time and energies working on such projects as the Binder Park Zoo and Safe Place, a haven from domestic violence for women and children. We are looking forward to working on the Third International Hot-Air Balloon Championship.

Bus. Mgr. Ken Gallaway, Pres. Phil Eyre and the rest of the Bargaining Committee have a proposed contract up for ratification. With the addition of the Residential Wiring Agreement and the EIAP, contractors should find our labor package very attractive. We want to show our community that work done the union way is the best—not just for ourselves, but for the contractors, the customers and everyone who lives in our community.

JIM COX, P.S.

ELECTION RESULTS ANNOUNCED

L.U. 459 (u,em&ees), JOHNSTOWN, PA.—The results of the local election are: Bus. Mgr. Charles P. Meo, Pres. Kenneth L. Walker, Vice Pres. Joe Sanna, Rec. Sec. Vera Russell, Treas. Claude McKinley and Fin. Sec. Wayne E. Holsinger. We congratulate the winners and encourage them to work together for all members.

Labor Day is upon us. With the happenings in the country, it is difficult for me to celebrate. Our brothers and sisters in the Machinists union and the United Mine Workers are taking it on the chin. People in high-income brackets are taking advantage of the political system while some of you sit back. Many judges and elected and appointed officials are being placed in areas where they can really unload on us. They place excessive fines on unions, rule in favor of big business and change many rulings important to workers.

If the day ever comes the labor movement loses what legal rights it has, all of us will be in trouble. We owe it to ourselves and our families

to stop this. We live in a land of laws; they are either for us or against us. The people against us want our apathy. We must celebrate Labor Day for its original intent—not just as a day off or as the last day of the summer season—or prepare for the results of apathy. Maybe that's why you see so many willing to die for freedom; they live the results of apathy.

JOE SANNA, P.S.

SERVICE PINS AWARDED

L.U. 461 (i,rts&spa), AURORA, ILL.—We are happy to announce the awarding of service pins to our members. Our 40-year recipients are Alan Daw, Gerald Freider, John Houline and Howard Huston. Recipients of 35-year pins are Wayne Halling, Gerald Houline, Thomas Klienfeld, David Michael, Albert Platt and Richard Underwood. The 30-year-pin recipients are William Brosi, Richard Cobb, Bart Curtin Sr., Richard Dolan, Paul Goldsboro, John Hettinger, Donald Jangels, Raymond Long, Kenneth Lotz, Harold Morsch, Richard Mosich, Robert Quirin, Leon Rosenquist, Amuel Royer, Carl Runge, James Slazwitz, Paul Staples, Marvin Wallings, Charles Wilson and Delbert Winn.

In addition, 15 members received 25-year pins; and 34 received 20-year pins. Congratulations to these members and all who serve in the IBEW.

WAYNE SIREK, P.S.



Local 465, San Diego, Cal., former Bus. Mgr. Vern Hughes and his wife, Pauline.

ANNUAL AWARDS BANQUET HELD

L.U. 465 (u&trtr), SAN DIEGO, CAL.—May 2 was the 16th Annual Spirit of Courage Awards Banquet. This banquet is held once a year to pay tribute to a select few for their exceptional courage and efforts to

save the life of a fellow human being, for valor and commitment to become involved in a rescue at the risk of peril and pain. This event was attended by officers and Executive Board members of our local.

We have ongoing negotiations with Transit, Asplundh and SDG&E. Health and welfare negotiations for SDG&E have begun. Remember to attend your monthly meetings to keep up on all negotiations.

Election of officers was held in June. The new officers are Pres. John Hunter, Vice Pres. Robert Swanson, Treas. John Castro, Bus. Mgr. Dave Moore and Asst. Bus. Mgr. Hal Engstrom. The Executive Board members are Charles Ballard, Steve Boulter, Martin Hunter, Bob Fitzherbert, John King, Jim McCabe and Charles McCullough.

It's with deep regret and sorrow we record the passing of Bros. John W. Smith and John Thompson. We pay tribute to their memory by expressing to their families our sincere sympathy.

DAVID A. MOORE, B.M.

WORK REMAINS SLOW

L.U. 479 (i), BEAUMONT, TEX.—The election of officers was held, and the newly elected officers are: Pres. Larry Moore, Vice. Pres. Lawrence Briggs, Rec. Sec. Duwayne Herrmann, Bus. Mgr.-Fin. Sec. Mike Blanchard, Treas. Garry Stubblefield; Exec. Bd. members Gene VanMeter Jr., R. N. "Tiny" Martin, Mike Sheffield, David Gonzales, James Hooker, Larry Vicknair, Paul Bonin; and Examining Board members Donald Hughes, Joe Sweat, Glen LeBlanc, Donnie Guillory, Jerry Gravett. The delegates to the International Convention are Larry Moore, Mike Blanchard, Tiny Martin and Gene VanMeter Jr. The election judge was Raymond Murphy, and the tellers were Dan Hetzel and Terry Burd.

The Negotiating Committee was successful in obtaining pay increases for the Maintenance Agreement: 50 cents an hour beginning March 1, 1989, and 50 cents per hour beginning Sept. 1, 1989.

Work is still somewhat slow in the area. Most of the calls have been of a short-term nature.

DALE MILLER, P.S.

LOCAL MOURNS LUKE LOGAN

L.U. 481 (i,em,spa&rts), INDIANAPOLIS, IND.—On June 11 our local held its annual picnic at Northern Beach in Carmel, Ind. There was an estimated turnout of 1,100 people. Much appreciation is bestowed upon the people who helped organize the event.

Twelve members of our local donated their time and effort on June 17 to collect donations for DAD's Day; they collected \$1,000 in downtown Indianapolis.

Work in our jurisdiction is still abundant; our contractors are work-



Employees of Bruno and Union Electric, including members of Local 445, Battle Creek, Mich., pose at General Foods' Post Division Warehouse.

ing 250 travelers, and Book II is down to 110.

The local meetings in the last few months have lacked a certain essence—the essence of Luke Logan. For those of us who attend most of the meetings, his gravelly voice assured us we were at the right place on the first Wednesday of the month. As he spoke, his enthusiasm would bring a smile to our faces and light up a desire to support his causes. Luke missed a few meetings due to his battle with cancer, but he always made it back.

On June 30 Bro. Luke Logan died. Brother was the most fitting title for Luke. His words and his actions were offered as testimony of his loyalty to the members of our local. His voice will be missed at our meeting hall.

MARTIN WESTERFIELD, P.S.

BUS. MGR. GEORGE DIXON RETIRES

L.U. 505 (i&o), MOBILE, ALA.—It's my privilege to dedicate this article to Bro. George Dixon who has retired. There's no way I can list all the accomplishments George has made to his local. In his 18 years as business manager, he served as president of the building trades, represented Local 505 at six International Conventions, served as vice president of the State Electrical Workers, member of the Council on Industrial Relations for the Electrical Contracting Industry and as VIP chairperson for the Southwest Alabama Labor Council. One of his biggest accomplishments was being instrumental in getting the Local 505 Pension Fund started.

Bro. Dixon has always been involved in politics. He is currently a member of the state and county Democratic Executive Committee. After getting out of the service, he attended Spring Hill College and the University of Alabama before entering the IBEW in 1950.

We wish him many years of enjoyable retirement and well-deserved rest for his many years of hard work for the IBEW and our local.

THOMAS BEDGOOD, P.S.

NEW OFFICERS ANNOUNCED

L.U. 551 (i,o&em), SANTA ROSA, CAL.—At a time when the labor movement in this country needs the strength and support of all union members, a paltry 30 percent of the membership took five minutes of their time to participate in our election. The new officers are Pres. S. Mulherron, Bus. Mgr. R. Clarey, Vice Pres. S. Benjamin, Rec. Sec. J. Kendrick and Treas. R. Ellsworth. The Executive Board members are B. Brown, R. Ford, S. Gothard, S. McDaniel, J. Price and R. Townsend. The Examining Board members are R. Griffith, M. Thomas and R. Vier. We extend our congratulations and good wishes to these officers.

In an effort to gain the input and insight of all members, the Organizing Committee has opened its monthly meetings to the entire membership. Meetings are generally held at 7:30

p.m. on the Thursday following the general meeting. Any change in this schedule is announced at the general meeting and followed up by a post-card. Matters ranging from organizing to training and the survival of the local are discussed. All members are strongly urged to attend and participate.

We are losing some of our old-timers to the retirement route: Efton Holben, Sandy Sorensen and Fred Williams. Good luck and enjoy!

The JATC held its annual graduation dinner on June 10, and 19 apprentices received their diplomas. D. Davis won't receive her diploma until she completes her hours in on-the-job training phase of the program. Congratulations to the new journey-men and women.

Buy U. S. and Canadian products, and support your local.

SCOTT L. GOTHARD, P.S.
DOW H. GOTHARD, P.S.

IBEW PROJECTS NEAR COMPLETION

L.U. 569 (i,o,u,em,rt,spa&mt), SAN DIEGO, CAL.—Some of the major construction projects in the downtown area are approaching their grand openings. The Koll Center, the San Diego Convention Center and Symphony Towers all have completion dates later this year.

At NASSCO the employee-ownership plan has recently become a reality. The company and the union shipyard workers have begun a new period of cooperation, and the economic prospects for all involved are very promising.

Congratulations to Bro. Lee Avery, who was named apprentice of the year at this year's graduation dinner.

As your vice president and press secretary, I have had the pleasure of serving with many fine people who have given their time and energy to the membership. As a member of the Brotherhood and Legislative Committees and from sitting on the benefit trusts, I have seen firsthand the operations of the union. There are many positions for volunteers. Give some of your time if you can, and by all means attend the general membership meetings and unit meetings.

TED GODSHALK, P.S.



Vice Pres. Orville Tate presents a 60-year pin to Bro. A.A. Weeks, Local 583, El Paso, Tex.

60-YEAR PIN AWARDED

L.U. 583 (i,o,em,rtb&spa), EL PASO, TEX.—On June 8 at the apprentice



Bus. Mgr. Caggiano addressing some of the Local 589, Jamaica, L.I., N.Y., members on Workers Memorial Day at Dunton.

banquet, a 60-year service pin was presented to Bro. A. A. Weeks, who joined Local 583 in 1929 and who has served at various officer positions for the local in his long and dedicated career.

Seventh District Int. Vice Pres. Orville Tate attended the ceremony and made the presentation. He gave a talk on change in the industry and in unionism. He stressed the continuing need to organize in order that we all may be around to accept 60-year pins. We hope all who attended were impressed and inspired by the hard work and dedication exhibited by Bro. Weeks in attaining this goal.

Bro. Ted Saiz was awarded outstanding apprentice honors for the year. Along with the award came a check for \$500 from the JATC for his four years of hard work.

Work in our jurisdiction is still very slow, and we have about 25 percent unemployment. We are attempting everything we can to organize the work in the area. Our many thanks to the locals across the country working our members during these hard times.

WAYNE ANDREWS, B.M.

SAFETY FACTS ANNOUNCED

L.U. 589 (rr), JAMAICA, N.Y.—AFL-CIO declared Workers Memorial Day on April 28 for all workers to remember their fellow brothers and sisters who have been killed, injured or have taken ill due to job-related hazards. Bus. Mgr. John Caggiano addressed electricians and management at Dunton Electric Car Shop revealing some sad, but nevertheless, factual statistics. He reported 10,000 workers are killed on the job each year; and every six seconds an American worker is injured on the job.

There are occupational hazards not

immediately sustained due to toxic chemicals. The list goes on and on. These statistics can be significantly reduced with your help. Remember, safety always begins with you. If you have a safety problem, notify your gang foreman immediately. If results aren't obtained, contact your union representative. He or she is there to help bring about a solution. Speaking of safety—Bro. Bob Karpf's work in and about Dunton is a credit to all our members. Thanks, Bob!

The results of our June election are Bus. Mgr. John Caggiano, Pres. Mike Athearn, Vice Pres. Steve Horatian, Rec. Sec. Robert Durniak, Fin. Sec. Pete Faraci and Treas. Pete Ferro. The Executive Board members are Ronald Backes, Joseph Franzosa, Arthur Gilbert and Bob Lampe. Congratulations, Brothers!

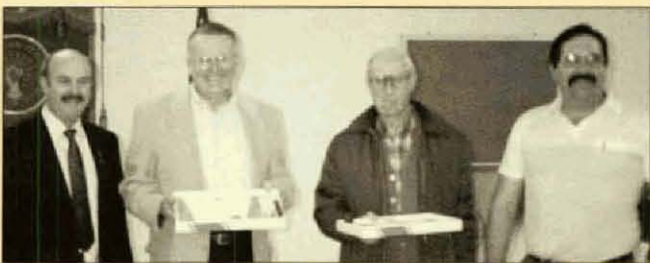
My definition of a union is a number of persons joined together for a common purpose—another way of putting that is 589 and proud!

JULIUS D. PASSERO, P.S.

OFFICERS ANNOUNCED

L.U. 591 (i,o,em,rt,spa), STOCKTON, CAL.—At one of the meetings, Bus. Mgr.-Fin. Sec. Wayne Livingston and Pres. Larry Mitchell presented Harold Womble with a 50-year pin and John Lossman with a 75-year pin. We salute them for their long term of service to the IBEW and their dedication to their work, and we wish them the best.

On June 17 we held the election of officers and delegates to the IBEW Convention: Pres. Mitchell, Vice Pres. Troy Barger, Rec. Sec. Tom Butler, Treas. James Hanely and Bus. Mgr.-Fin. Sec. Livingston. Executive Board members are Peter Bell, Dave Brooks, Larry Crain and Frank Torres. Examining Board members are Tony



At the pin presentation, from left, are Bus. Mgr. Livingston, Bros. Womble and Lossman, and Pres. Mitchell. (Local 591, Stockton, Cal.)

Bertolucci, Anthony Pezzi and Don Vest. Pres. Mitchell is the delegate to the Convention; Bro. Bell is first alternate, while Bro. R.L. Call is second alternate.

Thank you, members, for your votes of confidence and trust. Working together, we'll all do our best to move our local and the IBEW in a positive direction. A special thanks to Election Judge John Reyes and the tellers, Frank Francois, Innias Reyes and John Marshall.

LARRY D. MITCHELL, PRES.

JOINT MRP FORMED

L.U. 595 (i&o), OAKLAND, CAL.—The local has formed a joint Market Recovery Program with the Northern California Chapter, NECA, in an effort to unify the union electrical construction industry. Our goal is to recapture the lost work, to maintain the work we have and to improve on the work we'll have in the future. This type of joint action is a first for our local.

Four key issues were agreed upon, and specific plans initiated to deal with them: (1) Communications—establish meaningful, effective communications with all union employees and employers and the customers; (2) Education/training—motivate employees and employers to attend upcoming training and educational programs; (3) Unify the union electrical industry—organize the non-IBEW employees and non-NECA employers to form a united front to fight the nonunion; (4) Expand contractor markets—encourage contractors to enter new markets and expand existing ones.

A Joint Action Committee was formed to work on solutions for these issues. The labor members are Co-Chmn. Paul Chivello, Ed Collins, Walt Corvello, Jerry Goulart, Fred Hammer, Phil Perry, Ivan Rockwell and Bob Tieman. Management JAC members are Co-Chairman. Terry Givens, Tom Curran, Bob Daoust, Larry Hoffman, Steve Lindheim, Ed Newingham, Ed Pope and Tom Zarembo. Our advisors are Bus. Mgr. Thomas Sweeney, NECA chapter Exec. Dir. Peter J. Marana and Electrical Contractors Trust Administrator Marv Guerrero.

Committee study groups addressed the issues, then presented a report to an all-industry meeting with more than 320 members and contractors attending. Everyone at the meeting provided input toward the actions they felt should be taken to further the goals of the program.

PAUL CHIVELLO, P.S.

BRO. MARTINEZ IS MOURNED

L.U. 611 (i,o,u,t&rtb), ALBUQUERQUE, N.M.—We are sad to report the untimely death of Bro. Frank "Pancho" Martinez. Frank was a journeyman lineman with the Public Service Co. of New Mexico. While going through the drive-in lane at a fast-food restaurant with a co-worker, Paul Pena, cable machinery in the back of their truck became caught on



Graduates of Local 595, Oakland, Cal., with their instructors.

an overhead clearance sign. When Frank freed the machinery, the truck lurched forward, causing him to fall and strike his head. He leaves behind a wife and six children. Frank was known by many and will be missed. Other members who have passed away are Cecil Edwards Jr. and Jake Uli-barri.

With the completion of Farmington, calls have slowed to a trickle. However, our Market Recovery Program is doing well. In fact, that's what's keeping us above water during these hard times. The jobs are small, but the members are working. Masthead's airport job is completed, and the Gamblin-Rodgers Airport parking-structure job is doing fine. McDade and Woodcock picked up the street lighting at the Journal Center.

Tony Solis is 1989 apprentice of the year. Congratulations, and good luck at the regionals. Tony is the son of Joey Solis, a former apprentice of the year.

I stopped by Carl Condit's welding class in May and noticed the various equipment available for journeyman

enrichment classes. If enough journeymen show an interest, maybe we can get Chirs Padilla and the JATC to set up some enrichment classes.

Apprentices are scarce at union meetings; sometimes one, sometimes none. Remember, the future of our local relies on you. Attend the meetings, and support COPE.

DARRELL J. BLAIR, P.S.

LOCAL MOURNS MEMBERS

L.U. 613 (i,o,em,rts&spa), ATLANTA, GA.—The local expresses its heartfelt sympathy to the families and friends of Richard Harry Williams, initiated on Jan. 5, 1938, passed away on June 1; Guy B. Ahlstedt Jr., initiated Nov. 20, 1984, passed away June 30; and James M. Harris, initiated Oct. 8, 1946, passed away July 4. Their presence will be missed by all who knew them.

RONALD A. NAPTY, B.M.



Local 603, Easton, Pa., retirees receiving their IBEW watches. From left, Virginia Schleiter, Fran Cowling, Robert Sisler, Jay Albert, Olie Troxell, Exec. Bd. Chmn. Don Itterly and Pres. Joe Parks.

CONGRATULATIONS, GRADUATES

L.U. 631 (i&em), NEWBURGH, N.Y.—The local has a new crop of journeymen to add to this great industry. They were given their certificates of completion at our Annual Apprenticeship Graduation Dinner, which for the first time in the history of the local was a co-ed affair. All 16 graduates will be an asset to our local and to any contractor.

One example of our members' quality was the quick thinking of Bob Slack, Trish Walsh and Vito Cannone in a life-threatening emergency. While working on a ladder above a hung ceiling, Bro. Chuck McNealy hit his elbow hard, fell off the 8-foot ladder through the ceiling, hit the floor and lost consciousness. Bro. McNealy went into shock, had no pulse, wasn't breathing and was turning blue. Cannone, Walsh and Slack rushed to his aid. Bro. Slack hit Chuck on the chest and started CPR effectively. IBM personnel arrived, rendered further assistance and sent Bro. McNealy to the hospital. He has recovered. Bros. Cannone and Slack and Sister Walsh, through their quick thinking, probably saved Bro. McNealy's life; and the local thanks them.

This is why it's important to train our apprentices in every aspect of the trade, and safety is one of the most important ones. Thank God they paid attention in their courses.

SAM FRAITTO III, P.S.

OFFICERS ELECTED

L.U. 669 (i&em), SPRINGFIELD, OHIO—On June 7 the officers were elected: Pres. Richard Gorman, Vice Pres. Robert Simpson, Treas. Bill Melke, Rec. Sec. Jim Lewis Jr., and Bus. Mgr.-Fin. Sec. and Delegate to the International Convention Thomas Williams. Executive Board members are Patricia Bonham, Robert Drow and Mathew Runkle. Sam Lewis, Joe Fitzwater and Dale Silvers are the Examining Board members. The alternate Convention delegate is R. Gorman. The members wish them all the luck and hope we can make our local prouder and stronger.

Bros. Jack Dalie (46 years) and Louis Halk (43 years) have retired. They both served the local in various offices. We wish them the best of luck and thank them for being members and for their contribution to the union and the local.

Jim Lewis Jr. donated a very appropriate plaque for our office wall. It's in honor of the local's deceased members. The names are engraved on a wood background. These are the members who helped form the union, including Jim Lewis Sr., one of those honored. Thoughts like this are union. Buy union!

CHARLES STARKEY, P.S.

POSITIVE CHANGES

L.U. 675 (i&o), ELIZABETH, N.J.—The organizing efforts put forth by Bus. Mgr. Neil Boyle have been working—he is constantly looking to

wards the future of the local. His efforts along with Bus. Agt. Frank Donnelly and all the officers who have been attending organizing meetings are commended. There is a tremendous effort in making this work. The organizing of contractors and potential members can only add to the stability of work in our area. In talking to the many travelers who pass through our jurisdiction, we all know what happens when we don't control the work in our jurisdiction. Through the years Bro. Boyle has been business manager, there have been many changes in our local. The changes have been all positive. It would be good for our local if all of our members would get involved in this organizing effort.

The local had its Annual Apprentice Dinner. Congratulations to the fourth-year class on completing its schooling. These 11 graduates are an example of the quality of journey-people who are being put out in the field. With the effort and concern of the JATC, quality people will continue to turn out.

On a sad note the passing of Bro. Tom DeBella touched us all. Everyone who knew Tom had a nice thing to say. The membership extends condolences to the DeBella family.

To our retirees who have moved and to the ones who have stayed, write in care of the local; and let us know how you're doing.

BILL DWYER, P.S.

PROGRAM CONTINUES

L.U. 683 (i&em), COLUMBUS, OHIO—The 1989 Apprenticeship Completion Banquet was held at the Riviera Country Club in Columbus. Forty-one apprentices received diplomas, and 23 had perfect attendance throughout their four years. The Coleman Award, a gold watch given to the apprentice with the highest grade average for four years, went to John Brunney. Congratulations and good luck, journey-people.

At a special meeting held June 24 in Columbus, the membership expressed continued support for the Electrical Industry Advancement Program by voting to continue it at the present level. This targeted-jobs program has been the most effective way to combat the nonunion element. A particular job (usually small, non-prevailing rate) is targeted with the union contractor receiving a subsidized rate to compete more effectively with nonunion. To date 29 contractors have participated in bidding on 829 targeted jobs. Union contractors have been successful in getting 57 percent of the jobs which have been let. The average return in both wages and benefits per job has been approximately 35 percent. Even though work in our area has been good for quite sometime, we must continue to whittle away at the non-union's market share, which is estimated to be around 80 percent in our jurisdiction.

Our local was pleased to learn we will host the 1992 IBEW International Bowling Tournament. Columbus was selected as part of the nationwide



Local 683, Columbus, Ohio, 1989 graduates.

celebration commemorating 500 years since Columbus' discovery of America. This is the first time in our history we have been selected to host an international tournament.

RALPH LANDERS JR., P.S.

BRAVE SOULS COLLECT FUNDS

L.U. 697 (i), GARY AND HAMMOND, IND.—On June 17, 29 brave souls gave their time to dodge traffic and collect funds for a worthy cause—Dollars Against Diabetes. Many thanks to each person who came to make the day a success.

Our Annual Picnic at Sauzer's Kiddieland on June 24 turned out to be a beautiful day with family and friends. We thank Ray Suchanuk for organizing this year's picnic as well as other social events this year; such as the Spirit of Chicago Dinner Cruise on July 16 and the baseball trip on Aug. 12 to watch the Cubs play the Phillies.

The scholarship award winners for 1989-90 are William Meer, Phillip Wrobel, Jim Davies, Paul Steiminger, Gail Hathaway, Pamela Smith, Tamara Shanta and Maggie Hewlett.

Don't forget Old-Timer's Night at our meeting on Oct. 2 at 8 p.m.

DAVID A. SODERQUIST, P.S.

MEMBERS HELP ORGANIZE

L.U. 723 (l,rtb,rtsg&govt), FORT WAYNE, IND.—Our local held several picnics across the state. Unit 2 held a family picnic at PonyTown USA in Hometown, Ind. There were 460 people in attendance. We thank Sisters Rise Purdue and June Kneller and Bros. Greg Hobbs, Ted Rolf, Denny Kever and Bob Keck for doing a fine job serving as the Picnic Committee.

Our local designed a card for our members to hand out to nonunion workers they come in contact with. This postage-paid card will allow a person to contact the union if there's an interest in becoming organized.

We congratulate the following retirees: Robert Zahn, June Hanauer, William Selkirk, Joanne Wiltshire, Richard Miller, Jack Apple, William Murphy, Ivan Williamson, Robert Steigmeyer, John Schwartz, Lela Williams, Erlene Irwin, Lester Mast,

Mildred Goble, Bill Oldaker, Richard Abbott and Paul Till.

MARK MILLER, P.S.

EIGHT SENT TO JAMAICA

L.U. 769 (o,u&t), PHOENIX, ARIZ.—A number of our Brothers have passed away, including L.R. "Bob" Johnson and retirees Martin "Bud" Lacey, Marvin Thraikill, R.C. "Bo Diddle" Bowman, Nick Oberman and Gene Dyer. May they rest in peace.

Work has been holding up pretty well here, although we could use more work and more signatory contractors to keep our books in top shape. A number of crews are on the Salt River project for Sturgeon Electric, and a few crews are doing Arizona Public Service work for L.E. Myers Co. There's some work in Tucson for Intercontinental Electric.

We were instrumental in sending about 25 hands (eight from Local 769) to work in Jamaica for Lloyd Electric. It seems Hurricane Gilbert tore up the island quite a bit, and Lloyd needed some top journeyman linemen to clean up the mess and rebuild. Lloyd Electric's motto is they can handle anything from 110-V to lightning. They certainly came to the right linemen's local for the hands for the work. After all, if you need the best—"Who ya gonna call?"

EDWARD O'BRIEN, R.S.

ORGANIZING EFFORTS ONGOING

L.U. 779 (i,o,em&govt), COLUMBUS, GA.—The following are the results of our June 5 election: Bus. Mgr. Wayne Lewis, Pres. Ronald

Evenson, Vice Pres. Gary Jarrell, Treas. Gerald Tanner and Rec. Sec. Colleen Watson. The E-Board members are J. C. Edwards, Melvin Goodwin, Donald Evenson, Danny Head and Ben Jarrell.

Our JATC Banquet was held on June 24 at the Veranda Restaurant. Bus. Mgr. Lewis, instructor Jack Steele and members of the Apprenticeship Committee attended. The graduates are Dwight Barker, James Fuqua, Curtis Rushing, Keith Walters and Colleen Watson. The Apprentice of the Year Award was presented to Ed Johnson. Congratulations, Ed!

Our work situation is improving. Inglett-Stubbs Electric of Atlanta is working several of our members at Partek, a rock insulation manufacturer. The job should peak at 40 to 50 men. Miller, Cleveland and White Electric all have work at Mead Coated Board in Cottontown, Ala. These contractors will also be bidding on three future projects at the papermill. We expect work at the mill to peak in October at 150 to 170 electricians.

It is with great sorrow we report the death of Bro. Michael Parks, who lost his life in a tragic automobile accident on July 3. We extend our sincere sympathy to his family and friends.

We are in the process of our organizing campaign and have had some successes. We appreciate the efforts of all our members and will continue to work together so union labor may prevail.

COLLEEN B. WATSON, P.S.



Bro. Ross Rushing, left, presents Apprentice of the Year Award to Ed Johnson. (Local 779, Columbus, Ga.)

CONSOLIDATED EXPANDS

L.U. 1147 (u&mo), WISCONSIN RAPIDS, WIS.—Jim Peplinski, IBEW Steward at the Consolidated Papers



IBEW electricians working in Jamaica, including, right front row, squatting, from left, David Savage, Willie Wilson and Scott Bean. (Local 769, Phoenix, Ariz.)



James Peplinski (far right), Local 1147, Wisconsin Rapids, Wis., steward, takes part in groundbreaking for the Consolidated expansion.

Inc., Stevens Point Division, took part in formal ground-breaking ceremonies for the company's new \$110-million paper machine. Also taking part were other union officials, local government officials, Wisconsin Gov. Tommy Thompson and Consolidated officials headed by CEO George W. Mead and Pres. Pat Brennan.

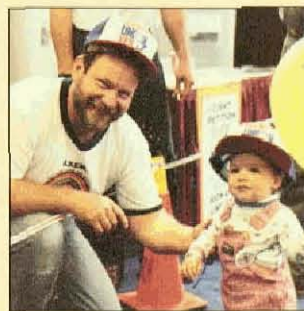
This paper-machine expansion means new jobs for the IBEW, both as permanent company employees and as the construction workers needed to install the equipment. We wish to acknowledge Consolidated for its commitment to the well-being of the central Wisconsin area. Because of their reinvestment program, which already includes two paper machines in the last 10 years, the company has greatly enhanced the job market for skilled and semiskilled IBEW members.

We mourn the passing of two retired members, Garrett Greenway and Roy Passineau. Their dedication to the local will be missed.

Biron Division members sponsored a retirement party for John "Big Daddy" Oligney. John was an electrician for 23 years. He also served one term as vice president of Local 1147. Happy retirement, Big Daddy. Your on-the-job humor and wit will

be missed. Remember, Brothers and Sisters, to buy union made and North American-made products.

ROBERT M. TOMCZAK, P.S.



At the AFL-CIO Union-Industries Show are Bro. Rich Bohn and Kate Gurke, daughter of Bus. Rep. Dean Gurke. (Local 1245, Walnut Creek, Cal.)

ELECTION RESULTS ANNOUNCED

L.U. 1245 (o,u,t,em,catv,trtr,govt&pet), WALNUT CREEK, CAL.—Our election results were tabulated on June 23. Jack McNally was reelected busi-



Some of Local 1249, Syracuse, N.Y., members at O'Connell Electric distribution job.

ness manager-financial secretary, and Howard Stiefer was reelected president. Also elected to three-year terms were Vice Pres. Jim "Mac" McCauley, Rec. Sec. Barbara Symons and Treas. E. L. "Ed" Mallory. Exec. Bd. members Ron Blakemore, Kathy Tindall, Mike Davis and Andrew "Tube" Dudley were the top vote-getters in their areas.

We congratulate the 28 members elected to the union's Advisory Council. We thank all the candidates who ran and thank the Election Committee headed by Jack Prosser for making our democratic process work.

The AFL-CIO Union-Industries Show was held in San Jose on June 9-12. Many members and staff worked hard to make our exhibit one of the most popular ones at the show. The local set up elaborate demonstrations featuring utility work highlighting gas, electric and clerical skills. We also erected a full-sized utility pole for demonstrations of skilled, hot-sticking work by our linemen.

We are sad to report two of our members died as a result of tragic accidents off the job: Advisory Council member Larry Wood, a PG&E lineman, and Glenn Palmer, a Davey Tree foreman, will be greatly missed by their Brothers and Sisters in our local. We extend condolences to the families of these two fine men.

JACK McNALLY, B.M.

NEW HALL IS UNDER WAY

L.U. 1249 (o,u&catv), SYRACUSE, N.Y.—On May 28 John Troyan and John Baker held another Pig Roast at the Polish Home Camp on Owasco Lake. Our Annual Clambake was held on July 29.

Our local seldom has a reason to put up a picket, but we had a situation which warranted one. Niagara Mohawk (in the Albany area) let a non-union contractor, who imported his labor from out-of-state and paid substandard wages, build a substation. Our members carried informational pickets at the construction site for several weeks.

We are building a new union hall. Ground was broken in June, and the footers poured. When completed we will have a modern building with approximately twice the square footage we have now.

Be union and buy union made.

RICHARD S. FULTON, P.S.

INCREASE ANNOUNCED

L.U. 1253 (i), AUGUSTA, ME.—The results of our election are Pres. Robert McGuire, Vice Pres. Jeff Rose, Rec. Sec. Hilda Chow, Treas. Robert Grey, Bus. Mgr. Stanley Wallace; Exec. Bd. members Michael Dumont, David Hinkley, Harry Lyons, Gary Perry; Examining Board members Ernie Wing, Steve Cunningham, John Nason. Congratulations to the incumbents and new members. However, it was disappointing to see members who always have input not run for the offices.

The local welcomes new members John Fedorovich and Peter Pushor. The Maine electrical license is no longer reciprocal with Massachusetts, New Hampshire and Vermont. Bros. Ken Raneourt and Raymond McCarson have been granted normal pension applications by the body.

We thank all the members who participated in the Solidarity Rally for IAM Local 6 at Bath Iron Works. Union education in the workplace does pay off.

There was an error in the May issue. The \$202 per-month payment for BC/BS should be for single parents and children, not couples. Couples are considered as family. My apologies for the confusion.

A letter from the I.O. concerning the NEBF clause was read at the

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.

Mail To: Address
Change Department
International Brotherhood
of Electrical Workers
1125-15th Street, N.W. Suite 903
Washington, D. C. 20005

ADDRESS CHANGE?

NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

PRESENT LOCAL UNION NUMBER _____

CARD NUMBER _____
(If unknown, check with Local Union)

PENSION MEMBER

OLD ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

FORMER LOCAL UNION NUMBER _____

Don't forget to register to vote at your new address.



The graduates of Local 1253, Augusta, Me., are, left to right, bottom row, Dale Coffin, Keith Moore, Keith Richards, Ryan McGuire; middle row, Rick Roy, Dale Leavitt, John Silke, Greg Coolidge; back row, Adam Kasprzak, Durand Malman and Charles Fraser. (Not pictured is Alan Lambert.)

June meeting. On Jan. 1, 1990, there will be an increase from \$15 to \$16 per month for each year of credited service. The minimum disability benefits will be increased from \$300 to \$320 effective Jan. 1, 1990.

Have a safe fall! Watch out for children while driving.

HILDA CHOW, P.S.

CONTRACT ACCEPTED

L.U. 1307 (u&catv), SALISBURY, MD.—On June 23 our members voted to accept a new, two-year contract with Delmarva Power. The first year includes a 3.979 percent general wage increase, putting the journeyman rate at \$18.17. There were improvements in the retirement plan. One change was unreduced retirement at age 60 with 20 years of service—previously 25 years of service. Improvements in the percentage formula and reduced early retirement at age 55 with 15 years of service—previously 20 years of service.

An improvement in the dental plan included establishing periodontics at 80 percent of reasonable and customary costs, and there will be a 3-cent increase on the shift differential.

In the second year there will be a 4.079 percent general wage increase, putting the journeyman rate at \$18.91; another 3-cent shift-differential increase and a Sunday shift differential for scheduled employees of 50 cents per hour.

We are in negotiations with United Cable TV in Ocean City.

EDWARD D. SPARKS JR., F.S.

GOOD GOING, STEAMERS!

L.U. 1339 (u), BUFFALO, N.Y.—On June 10 our local sponsored a picnic for the underprivileged children from the Babcock Boys and Girls Club. Pres. Sobczyk and committee Chmn. Charlie Wilson organized the day's activities. A visit was made by the Sheriff's Dept. helicopter, piloted by Capt. Kevin Caffery. The kids were able to sit in the helicopter and check out all the instruments. The Sheriff's Dept. also demonstrated the use of its K-9 dogs. For those of you who took the time to come out and help

these kids, your efforts were greatly appreciated.

At Huntley Steam Station, 68 Unit outage was completed in record time with the savings of over \$400,000. Sixty-five Unit was awarded Best Performance Availability. Congratulations, steamers.

Exec. Bd. member John Hirilman presented a check to Bus. Agt. Gordie Tanner from Teamsters Local 649. Local 649 is on strike at Southern Tier Distributing Co.

RICHARD W. HUBBARD, P.S.



Capt. Caffery explains the use of his police helicopter to Boys and Girls Club members at Local 1339, Buffalo, N.Y., picnic.

RETIREMENTS ANNOUNCED

L.U. 1357 (t), HONOLULU, HI.—The local wishes a happy retirement to Bro. Gerardo Delvalle and Sisters Jeannette Aliason, Virginia Branco, Harriet Jackson, Myrtle Kidani, Dolly Matsuda-Saromines, Felicidad Nazarino, Ethel Richardson and Lorna Tamburi.

On May 6 the local and GTE Hawaiian Tel participated in the Visitor Industry Charity Walk. A total of \$3,623.06 was raised by our members, spouses, children and management employees. Special thanks to the committee members and helpers.

The 1989 scholarship recipients were Sharyl Ancheta, daughter of Bro. Richard Ancheta, \$600; Lynn Inoshita, daughter of Bro. Harold Inoshita, \$600; Daniel Ornellas, son of Bro. Walter Ornellas, \$800; Jason Toth, son of Sister Shirley Toth, \$900; Cheryl Yoshida, daughter of Bro. Thomas Yoshida, \$600. Congratulations to all!

Congratulations and welcome aboard to Unit 7 Molokai. Our Molokai unit has been reactivated, and we hope to see good things coming

from them. Congratulations to our new officers: Chmn. Clayton Ching, Vice Chmn. Anthony Kahooahano, Rec. Kelvin Keanini; Executive Committee members Fred Garcia, Jose Faraon.

The upcoming events to look forward to are Oahu/Labor Day Picnic (September) and the Statewide Softball Tournament in November hosted by Unit 2 on Maui.

We mourn the passing of Sister Jean Brady. Our condolences to her loved ones.

DANETTE VICTORINO, P.S.

LET'S FORGE AHEAD

L.U. 1359 (u), CHICAGO, ILL.—An election was held to determine which direction we're headed. The votes were cast, the ballots were counted and the outcome was a clear affirmation of confidence in our present leaders to continue to lead the way into the '90s. We salute all those who ran. We can join with Pres. Tom O'Reilly by forging ahead for the greatness of the union as one.

We say farewell to a good and dear friend, Roosevelt Nunn. We're happy to see him take his much-deserved retirement, but saddened he won't be around to be with us on a daily basis. To Roosevelt, we say, God bless and good luck. We also bid a fond farewell to Bro. John Zigulich who is retiring after many years of dedicated service.

Our solid-gold salute goes to the Safety Committees—Stations 11 and 13—for their untiring efforts to curb the tide of accidents and safety hazards. Under the leadership of Hank Romanowski (Station 13), accidents are down 50 percent; and hazardous-work conditions are being taken care of. We also salute Sid Rodriguez of Station 11 who's doing a commendable job.

JAMES FORD, P.S.

UNITED WE STAND

L.U. 1367 (u), CHICAGO, ILL.—Sept. 4 is Labor Day—a day of recognition for every member. We're a proven asset to the company, performing our jobs to the highest degree of professionalism. We're the foundation of Commonwealth Edison, and our union is the foundation of the livelihood of each member.

Our union's foundation is one of unity and strength. In spite of the many attacks from our enemies, this local has become stronger and has enabled the IBEW to become known



Some of Local 1367, Chicago, Ill., linemen.

as a bastion of unity, strength and progress for its members. These are indeed tough times—nothing is forever, and change is a fact. Changing times should bring our Brothers and Sisters together at our regular meetings to obtain firsthand information and understand what can be expected concerning important company issues, many of which are voted on the floor.

Labor Day celebrates our job with a company. It's also our job to get involved in matters which will keep our union strong and united. We need to support our union officers, the Executive Board and the stewards by attending the regular meetings. There are many excuses for not attending; but remember, being complacent means accepting the consequences—being present voices your objections.

Next year Labor Day-weekend celebrations will occur with or without great progress in our local. We as members can accomplish anything as a group and be determined to fight for what's right and fair for everyone. Be there on Sept. 13 at the Hillside Holiday Inn.

RICH RUBAS, P.S.

MEMBERS MOURNED

L.U. 1439 (u), ST. LOUIS, MO.—It is with sorrow and regret we record the passing of four of our Brothers: Calvin Davenport, initiated in May 1984, passed away on March 17; Neal Kraft, initiated in February 1946, passed away on April 9; Joseph Kemper, initiated in October 1954, passed away on April 9; and Donald Blumenkamp, initiated in March 1979, passed away on April 23.

We extend our condolences to the family and friends of these loyal and dedicated members.

LARRY ENDRASKE, R.S.

CONTRACT RATIFIED

L.U. 1501 (em,mo,rts,ees,pet&catv), BALTIMORE, MD.—The local ratified a three-year agreement with American Totalisator System, a general instrument company. It was one of the best contracts settled in the country. The contract went in effect June 2, 1989, and expires June 2, 1991.

The contract includes the following: renew language on holidays, four weeks vacation at 12 years of service, a more detailed layoff procedure,

promotions for four of our technicians with a substantial increase in pay, and additional personnel in New York and Connecticut to relieve overworked personnel. The wage package includes 70 cents per hour, first year; 6 percent, second year; and 65 cents per hour, third year, plus a contract signing bonus of \$500 with retroactivity to June 2, 1989. This represents a 20 percent package over a three-year period.

We're pleased with this settlement; we hope this sets the tone for all our agreements. According to the Dept. of Labor, all agreements settled in the first quarter of 1989 were settled with an average of 3.5 percent the first year, 3 percent the second year and 3 percent the third year. Our package represents more than twice that amount. My thanks to Louis Severino, Eric Fromwiller and Patrick Tighe who assisted me on the Negotiating Team.

DION F. GUTHRIE, P.S.



Local 1501, Baltimore, Md., Pres.-Bus. Mgr./Pres. Dion Guthrie, left, receives contract from Santa (Richard Nee, labor director).

EGAN AWARDS ANNOUNCED

L.U. 1547 (i,o,u,e,rr&em), ANCHORAGE, ALAS.—The Bill Egan Scholarship Fund winners for 1989 have been selected. They are Kevin Easley, son of Michael Easley; Jody Ferrell, member and daughter of JoAnn Ferrell; Mischa McClennan, daughter of members William and Denny Ann Terry; Wendy Noonan, daughter of Ralph Whitt; and Judith Stearns.

The Scholarship Fund was established in 1987 in honor of the late William A. Egan, first governor of Alaska, who served with distinction for three terms. His political career also included serving as city councilman and as mayor of Valdez, as a representative and speaker of the Alaska Territorial House, and in the Senate. In 1955 he was elected president of the Alaska Constitutional Convention and is considered one of the driving forces behind Alaska's statehood. In March 1975 Bill became administrator of Local 1547's Alaska Electrical Trust Funds, bringing to this position his integrity, hard work and humanity. As a result, we felt we were truly participants in the funds and believed he had our interests at heart.

Five \$1,000 scholarships are awarded each year, with members and dependents of members eligible to apply. The scholarships are ap-



Bro. Johnson, Local 1593, Hazen, N.D., receives a plaque from Vice Pres. Edwards.

plied to accredited schools and universities, preferably in Alaska. The selection of recipients becomes more difficult because of the high caliber of the candidates. Congratulations and best wishes in your educational endeavors to this year's winners.

ELMA M. WILLIAMS, R.S.

NO CHANGE IN JOB STATUS

L.U. 1579 (i&o), AUGUSTA, GA.—The job situation remains the same since our last article. We have 78 people on Book I and 170 on Book II. We still have approximately 400 travelers working out of this jurisdiction.

Special recognition goes to the following apprentices for working so hard to achieve excellence. The apprentices having the highest averages for all four years are Neal Yarbrough, 96.3; Emory Chavous, 94.8; and Anthony McDaniel, 92.5. Top students in each year are Neal Yarbrough, fourth year, 100; Deanna Arnold, third year, 94.4; and Michael Gayle, second year, 94.4. The banquet was held at Westlake Country Club with Jimmy Cleveland as guest speaker. He gave an outstanding speech which was enjoyed by everyone. We congratulate all 34 apprentices on their achievements.

ANGEL WILSON, P.S.

B. M. JOHNSON HONORED

L.U. 1593 (u), HAZEN, N.D.—A retirement banquet was held in honor of Bus. Mgr. Harold M. Johnson and his wife, Sister Rheta Johnson. Sister Rheta is the secretary and a member of Local 714, Minot, N.D.

Bro. Johnson started up the Local 1593 office in Hazen over seven years ago and became the first business manager. Starting up a union office involves a lot of hard work and dedication. With Sister Rheta's help they made it successful. We owe them a great deal of gratitude and praise.

The banquet was a great success with a large attendance by fellow union members who have become good friends. Honored speakers at the banquet were Eleventh District Int. Vice Pres. Ray Edwards and Eleventh District Int. Rep. James Simmons.

Bro. Johnson received gifts from Vice Pres. Edwards, the North Dakota State Electrical Workers Council and Local 1593 members representing several units in the local. The

members put on an entertaining skit which they called "Lena and Company."

We thank Bro. and Sister Johnson for all they've done to make Local 1593 a union of which we can all be proud. Good luck to you; you'll be missed by all of us.

GERRY L. HENRIKSEN, PRES.



Retired Local 1701, Owensboro, Ky., office secretary Agnes Hicks.

AGNES HICKS RETIRES

L.U. 1701 (i,o,u&ees), OWENSBORO, KY.—The members salute Agnes Hicks, the local's 30-year secretary, upon her retirement. Her knowledge and experience have been extremely valuable to the local. She worked for five different business managers and saw the local expand into the union hall built in 1982. Agnes appreciates the consideration and kindness the membership has shown her over the years.

Harold Baggett has been reelected to a fifth term as financial secretary-business manager. The other officers are Pres. Richard Thomson, Vice Pres. Larry Roby, Rec. Sec. Jerry Howton and Treas. Randy Lanham. The Executive Board members are Tim West, Mike Roby, Tim Blandford, Neil Mattingly, Mike Knott, Randall Alexander and Gene Brey. Examining Board members are David Carrico, Steve Thomson, Roger Henning, Jim Cassilly and Ray Baggett. Convention delegates are Harold Baggett, Tim West and Larry Roby.

The officers were sworn in at our July monthly meeting. They ask that you support them and the local by attending the monthly meetings and serving on committees or helping in special projects.

Work in our jurisdiction is looking better than usual. G.E. Small Motors in Owensboro is employing about 24 electricians. Commonwealth Aluminum, Alean Aluminum and the Willemette Papermill have several electricians and hopefully will take more along with the new World Sources Factory at Hawesville. We have about 60 members on our Book I out-of-work list. This is the lowest figure we've had for a while.

We congratulate the following members on their retirements: Willard Bowman, Kenny Griffin, John Ambs, Leon Ambs, Bill Scott and Dewey VanWinkle. We thank them for their many years of service to the IBEW and the local.

We're sorry to report the death of retired member Charles "Peany" Head. He was initiated into the local on July 11, 1952, and retired in February 1977. We express our condolences to his family.

RICHARD B. THOMSON, P.S.

WORK PICTURE LOOKS GOOD

L.U. 1739 (i&o), BARRIE, ONT.—Our work picture looks good with a few travelers working in our jurisdiction.

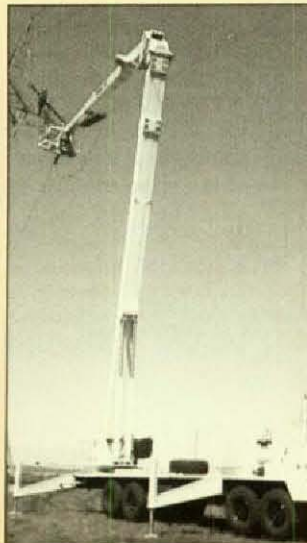
Congratulations to the following members who were elected officers in our June elections: Pres. Tom Leduc, Vice Pres. John Howkny, Rec. Sec. B. Woods, Treas. Jack Emms, Bus. Mgr.-Fin. Sec. Bill Monger; Executive Board members Jim Ross, Art O'Hara, Joe Crompton and Jim Lombard; Examining Board members Carl Newmont, Rick Newman. Bro. Lloyd Warner didn't run this year for business manager due to his illness. He's progressing quite well, and we hope he will be up and around very soon.

Our members sponsored Bro. Peter Harbocian in his efforts to represent Ontario at the 1989 Canadian and American Marathon Canoe Racing Championships. Peter's racing takes him across Canada and the northeastern areas of the United States, as well as the rivers and lakes of our Georgian Bay area. We wish him good luck.

JOSEPH S. CROMPTON, P.S.



Left to right are Local 1739, Barrie, Ont., Bros. Bill Carruthers, Vim Cayhill, Harry Wicksted, Peter Harbocian, Larry Wilkie, Bill Monger and Jim Wilkie who loaded the canoe.



Local 1959, Huron, S.D., Brothers on the "Big Stick."

bers whose time helped make these contracts possible.

RICHARD D. GILLEN, P.S.

NEGOTIATIONS UNDER WAY

L.U. 1959 (u), HURON, S.D.—The photo accompanying this article shows one of our journeyman linemen and a heavy-equipment operator performing line maintenance on a 230-KV line steel tower. They are utilizing a new, 170-foot Calavar Condor basket truck. The truck was purchased last year to be used in hard-to-reach places. It will make linemen's jobs easier when they are replacing line hardware and in overhead splicing operations.

Bus. Mgr. Brian Pieper is conducting wage negotiations with management and is optimistic about the outcome.

DENNIS GRAVES, P.S.

TWO MEMBERS RETIRE

L.U. 1759 (u), CASPER, WYO.—Lineman John Ross retired in July with 37 years in the IBEW. He was initiated in 1952 with Local 1489 in Cheyenne, where he worked for Cheyenne Fuel and Power. He served as president of that local. John transferred to Local 1759 in 1962. He has served on the Executive Board and was a steward for 15 years. John has worked and lived in Cody since 1966 and plans on remaining there. He was always a constructive and lively addition to our union meetings and will be greatly missed.

Another faithful member, Willie Thomas, retired in June with 10 years in the union. He was the plant foreman at Glendo Power Plant.

SUSAN FREEMAN, F.S.

THREE CONTRACTS REPORTED

L.U. 1837 (u&rtb), PORTSMOUTH, N.H.—We negotiated three new contracts. With Central Maine Power Co., the highlights are a three-year contract; general wage increases of 5 percent, 4.5 percent and 4.5 percent; a "choice" benefit program; pension plan up from 1.75 percent to 2.3 percent of all base pay; and 401(k) up 10 percent. Union employees are now eligible for company's bonus plan.

The second contract is with Public Service of New Hampshire: two-year contract; 4.5 percent wage increase the first year, 5 percent the second year; healthcare cost sharing; shift-differential increase; and six weeks vacation after 30 years.

Exter and Hampton Electric Co. is the third employer. We have a three-year contract, wage increases of 4.5 percent in each year, increase of 10 cents per hour to the base rate per year, improvements in standby and an increase in health insurance per person.

We thank each committee's mem-



Retired Local 1759, Casper, Wyo., Bro. Ross.

MEMBERS SHOW SOLIDARITY

L.U. 1993 (em), MONTICELLO, ILL.—We have great expectations from recent activities held to increase awareness and solidarity. A labor rally and banquet were well-attended and showed strong support for our leaders. This is a good reflection of unity as contract negotiations are again upon us. If only we had a larger attendance at the meetings, it would be "icing on the cake."

It's universal, I suppose; nobody says "Ouch!" unless their toes are stepped on. But at the two events a number of our members gave unselfishly of themselves. United we stand. United we can maintain the standard of living our forefathers sacrificed so much to attain. And united we shall maintain that standard and secure a solid future for our children.

Remember: Someone else may control your circumstances; only you control your attitude.

ROBERT B. MURRELL, P.S.

SUGGESTIONS IGNORED

L.U. 2047 (em), ST. PAUL, MINN.—Members at Unisys Corp. have been plagued with layoffs. Membership in the local has been reduced by almost 50 percent since 1986!

The local and several other orga-



Members of Local 2047, St. Paul, Minn., on the picket line.

nizations, religious leaders and public officials have urged company officials to join with them in an alternative-use planning process. Partially funded by the city of St. Paul and the Minnesota Department of Trade and Economic Development, this process has begun to identify new, profitable products which might be made and marketed at the Unisys plants to replace declining defense contracts and preserve jobs.

However, the company responded by posting 44 more layoffs. The members and their supporters then held an informational picket at the Shepard Road Defense Facility to protest the layoffs and the company's uncooperative attitude. The local will continue to work with the Alternative-Use Task Force to save jobs in Minnesota.

CLAUDETTE MUNSON, P.S.

APPEAL DENIED

L.U. 2113 (it&mo), TULLAHOMA, TENN.—Our work continues to be stable with a lot of potential work nearing. We're hopeful the USAF will let the contract and construction begin on the new J-6 Test Cell soon. If completed, this project should allow the opportunity for us to take on a substantial number of permanent members.

We're still confronting numerous obstacles and injustices at AEDC. At

the lead of these problems is the continued reimbursement to the contractors by the USAF with our tax dollars of all expenses they incur in our labor grievances and arbitrations. Our all-out efforts are continuing to work our congressional leaders toward some type of control and turnaround on this use of money. We are continuing to have arbitration cases.

The NLRB denied our appeal on the dismissal of our ULP charge against SSI, Sverdrup and the USAF over the Air Force's rules and regulations on picketing and demonstrating. The board stated it held no jurisdiction over the USAF and such would have to be addressed through some other route. We intend to address this unfair interference by the USAF and will refuse to accept such unjust actions against our membership.

Schneider continues to misassign our work under the cover of the Project Agreement. We have investigated numerous cases within recent weeks and received official feedback that such assignments have come under the Service Contract Act. Add to this the giving off of one day a month to our bargaining unit members and the recent RIF of our member, it isn't hard to see why we feel Schneider is anything but a friend to us.

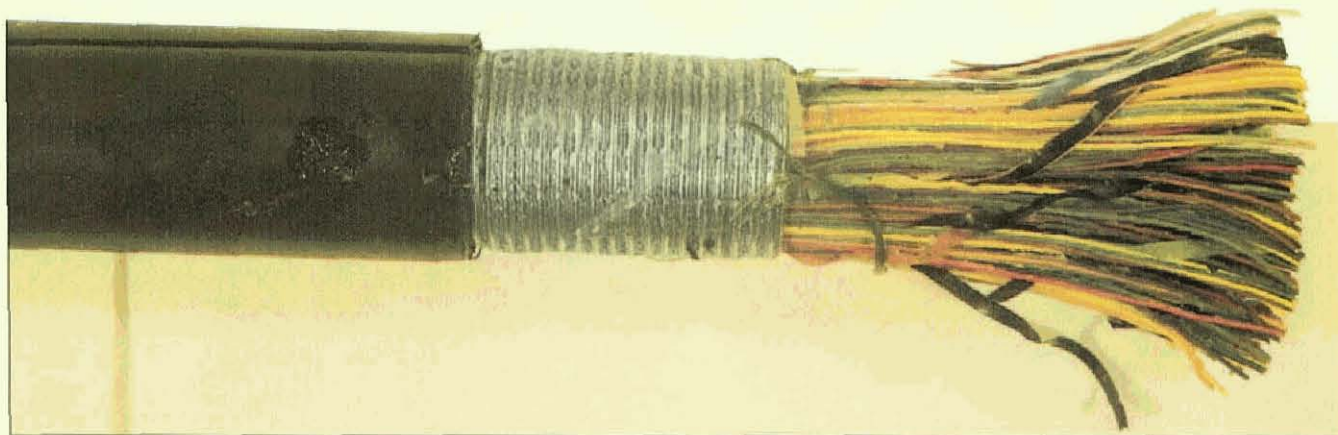
Remember to look for union-made products—it makes a big difference!

ROBERT SMITH, PRES.



At the Twelfth District Progress Meeting are, from left, Int. Vice Pres. John Hightower; Int. Pres. J.J. Barry; Local 2113, Tullahoma, Tenn., Pres. Robert Smith; and Bus. Mgr. Clarence Reynolds.

Futuristic Technology at Its Best: Integrated Services Digital Network



Imagine sitting at your desk downloading several large files on your computer from a shared hard disk over the telephone system. As you sip a second cup of coffee, you order an off-line printout from a distant information service. You then check your electronic mail while the transmission continues.

Suddenly the telephone rings. A window appears on your computer screen telling you your mother is calling. While talking to your mother, the window appears again to let you know your boss is calling. You put your mother on hold and take the incoming call. You and your boss discuss a new assignment, enhancing the discussion with an interactive graphics display. When the conversation is concluded, you return to your first call. Another window appears on the screen. A persistent salesman's call has been automatically rejected. In the interim the laser printer has made a hard copy of a facsimile message coming in from the West Coast.

This scenario illustrates network integration where a number of functions can be performed simultaneously, tying together various communications media. *Integrated services digital network* is an evolving

voice and data communications technology with exciting implications for the future.

What Is ISDN?

ISDN is an all-digital communications network which can simul-

taneously carry voice, data and video traffic over ordinary telephone wires or fiberoptic cable. When ISDN technology is applied to simple twisted-pair copper wiring, it uses existing analog (regular) telephone lines. Twisted-pair cable is an assembly of electrical conductors



Figure 1. Commonly used twisted-pair cables

which are insulated from one another but usually twisted together around a central core and wrapped in heavy insulation. The most familiar twisted-pair cable is the 25-pair used for key telephone systems. Telephone installers have used twisted-pair cable for years for multiple hookups. Also commonly used are 50-pair and 100-pair cables (Figure 1); twisted-pair cable also can have much-higher capacity.

The *central office*, the electronic switchboard which routes calls and provides services, is one of the key elements in understanding how ISDN works. The other element is the *local loop* from the central office to the customer's office or home. *Circuit switches* (comparable to traditional telephone connections) and *packet switches* (data bits grouped into packets), once used separately, are now integrated on one line. These switching systems interface with the terminal, PC, telephone,

video and fax machine to create total network integration (Figure 2).

ISDN brings a whole range of services into offices and homes by way of this sophisticated, consolidated telephone cable on a single access line from one source. ISDN provides affordable access to any computer-based resource on network switches.

ISDN Standards

Precise interoperability standards have been developed and approved by the Consultative Committee for International Telephony and Telegraphy under the auspices of the United Nations. The idea of ISDN originated in CCITT. Every four years CCITT publishes a handbook stipulating standards and rules for international telephone networks.

CCITT has designated five ISDN reference points. These are places in the network where one or more

interfaces for specific functions will occur. The points are designated by letters of the alphabet: R, S, T, U and V. Four interfaces are based at the user's location (Figure 3).

R interface represents the access point for existing non-ISDN equipment; such as an analog telephone. The R interface requires a terminal adaptor. *S interface* represents the connection between the ISDN-compatible equipment and the computer side of the network termination. *T interface* is the customer-based ISDN switching equipment. It connects to the carrier's side of the network termination. The *U interface* connects customer premises and central-office equipment. The central office is connected to the rest of the network by the *V interface*. These five interfaces allow access into the network.

Applications And Advantages

ISDN permits a wide range of user capabilities. Maximum convenience and reduced telephone bills are uniquely advantageous to ISDN, along with:

- network display, via digital phones, of the number of an incoming call before you pick up the phone
- instant total of a bill for a long-distance call
- an electronic dictionary which allows employees to look up phone numbers and place the call by pushing a button
- message waiting and retrieval, which displays all messages left while employees are away from their desks
- ISDN modem pooling, which allows high-quality, high-speed voice and data transmission without specific lines set aside for that purpose

Conversion devices for existing equipment have been developed and are suitable for most computers. These adapters match the twisted-pair wiring system to the connector used by the computer or terminal

Figure 2.
Standard ISDN Interface

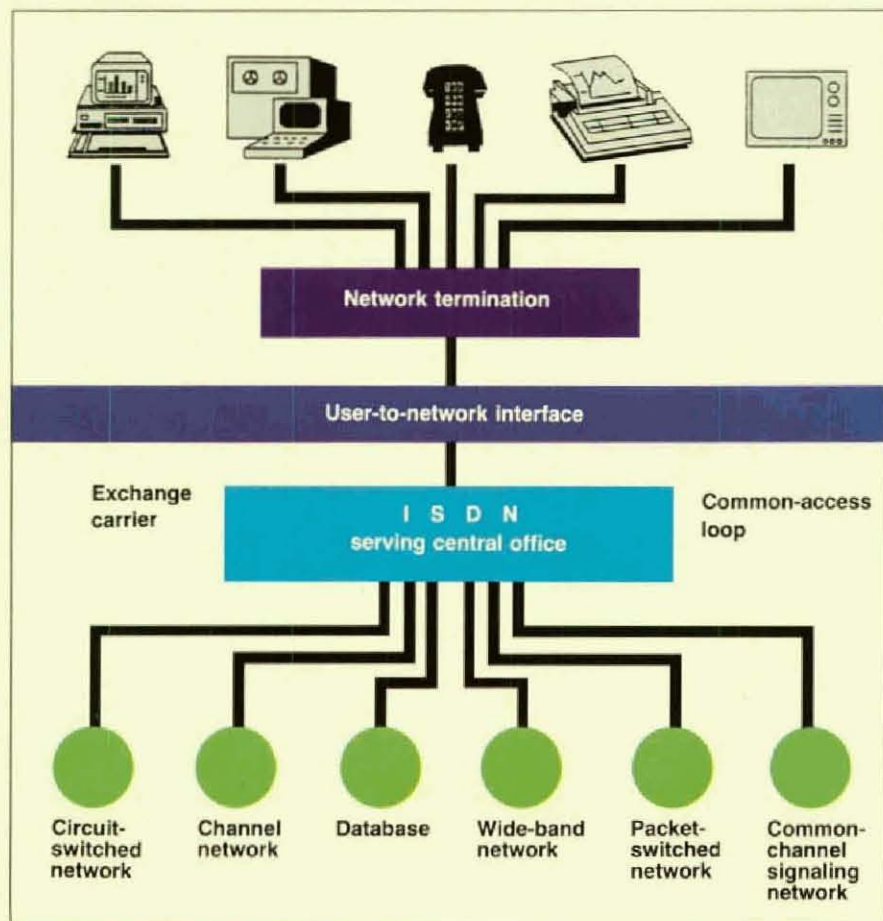
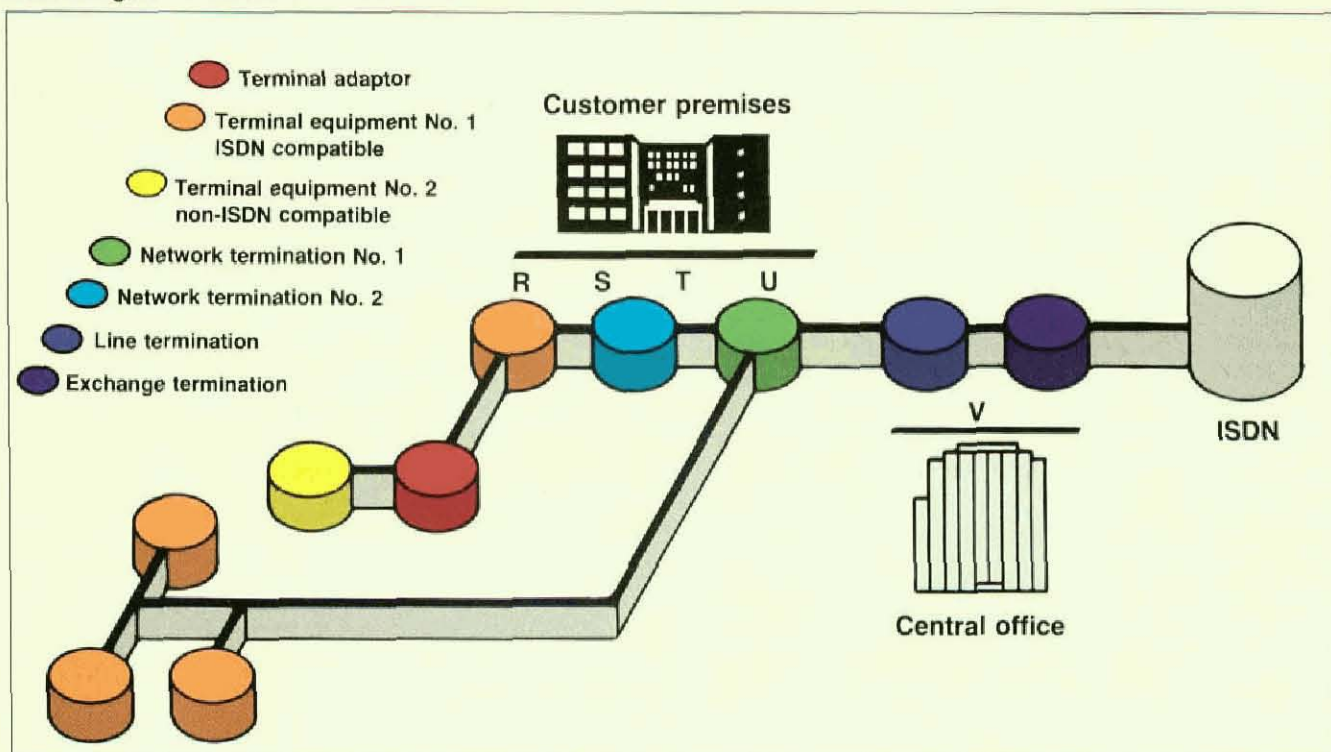


Figure 3.
CCITT-Designated Reference Points for ISDN



to achieve effective data transmission over the cable regardless of the rate of transmission.

Because converting from analog to digital is so expensive, more cost-effective solutions are being researched. AT&T indicates that users of ISDN can expect to pay from 20 percent to 60 percent more than the basic telephone rate, depending upon services chosen.

Digital picture phones will probably be on the market in early 1990, with the first models expected to be highly priced. Nevertheless, with the ever-increasing demands for network installations, ISDN conversion is inevitable. ISDN will reach businesses first, then probably influential residential areas. Further technology promises to make sweeping revolutionary strides in ISDN capability.

Corporate Adoption

ISDN technology is currently being implemented by large companies with considerable telecommunications experience. McDonald's Corporation was the first company in the world to incorporate a

fully supported ISDN system in its daily operations. In December 1986 McDonald's sent voice, data and compressed video simultaneously over an ordinary twisted-pair telephone line. The company anticipates a move into a new building which has uniform twisted-pair wiring throughout for greater flexibility. Every desktop will be equipped with an ISDN system, and the existing networks eventually will become an all-digital network. (IBEW Local 336, Chicago, played a major role in the installation of the original ISDN wiring in the McDonald's central office. See "Members in the News.")

Another early adopter of ISDN was Boeing Company, which has already installed the last of five central offices' switches in an attempt to build its own private ISDN system. Boeing expects to save money in the long run by choosing private access, rather than the public network, because of their immense, sophisticated telecommunications needs.

AT&T offered ISDN links to more than 18 cities in 1988 and continues to provide integrated-service lines

to new customers. Southwestern Bell has contracted with major gas stations to provide ISDN lines. Contel has already made considerable use of ISDN's services. More than 125 million access lines were installed by 1987, and the demand for additional commercial access lines is increasing every day.

The unlimited possibilities of this futuristic technology has created an insatiable demand for total network integration and software-driven networks with highly distributed intelligence. Business and telephone users all over the world are scrambling to acquire digital lines.

ISDN is revolutionary; it's changing the way we live and work. It is an enabling technology, a potential force powering a growing technological society. When fully employed, ISDN networks conceivably could have the capacity to interface with such potential applications as public-utility meter reading, security services, outpatient monitoring and polls. ISDN will provide network users an expanded world of communication possibilities for the 21st century and beyond.

IBEW MEMBERS IN THE NEWS

What Organized Labor Means to Me

Third-place winner, 1989 Labor Scholarship Essay Contest sponsored by the Tennessee Community Action Program Council and the United Auto Workers. The essay was submitted by Felisha Rimmer, daughter of Local 553, Raleigh, North Carolina, members Faye and Larry Rimmer. Felisha received a \$400 scholarship. Congratulations; and good luck in your studies, Felisha.

Since the late 18th century, American workers have struggled to be treated fairly by pursuing better pay and safer working conditions. Through the organization of labor into unions, Americans have been able to band together and obtain many of the benefits they deserve. All of these past accomplishments have provided security, opportunity and a new reason for pride in the United States of America for today's society.


Because both of my parents, as well as my older brother, work for a labor union, I have been able to experience most of the results of those workers firsthand and have been made aware of the importance of organized labor since I was very young. For me, one of the important benefits of organized labor is the feeling of security it provides. One kind of security the unions offer is through friends. With this kind of security, the word "union" goes far beyond just the political meaning. It is knowing that, even in the worst of times, the other union workers will always be there to help in any way they can.

Better pay, safer working conditions and working less hours provide another kind of security. For

the family as a whole, it means being able to spend time together and not having much financial worry. To me, it means not having to ride the bus to school because I have a car and not having to worry about how I am going to pay for college. It is also nice knowing that, although my parents' jobs are not risk free, they are as safe as they can be.

Opportunity is another thing that organized labor provides. Not only does it offer a chance to be trained in a profession, get paid well and be guaranteed a job after training, but, in some unions, it also offers an opportunity that many people do not consider. This is the opportunity to travel. In past years I have had the chance to actually see many places that my friends only talk about in history class. Not only has seeing these places helped me in school, but traveling has also helped me to become a well-adjusted person. I make friends more easily and am a lot less shy than I was when I was younger.

Most of all, organized labor has helped me and many others maintain a pride in the United States of America through the wide range of quality goods and services it creates. I show my pride by buying American-made products when I shop. If many other people do the same, this helps create more job opportunities for Americans and even more quality products.

Although many problems in organized labor have not yet been solved, I'm confident that with the security of the labor force, the opportunities available, the American pride and a little hard work nothing can not be accomplished. 

IBEW, Member Receive Awards

The Annual Salute to Women and Industry Awards sponsored by the YWCA of Dutchess County, New York, were presented at a dinner held on Wednesday, June 7. These awards are presented to outstanding women representing educational and public and private organizations. For the first time since its inception five years ago, the program honored a labor organization and a person representing labor.

Monica M. Germiller, president-business manager of Local 2218, Poughkeepsie, New York, was nominated to receive this award by Third District International Representative Edward G. Jasper. The plaque honors her leadership and achievements in the labor field. In addition, the IBEW received a plaque in recognition of its support of women in the labor movement.


Sister Germiller has been a member of Local 2218 for more than 18 years, serving as shop steward; Executive Board member, secretary and chairwoman; recording secretary; and financial secretary. She has served on several committees, including the last seven Negotiating Committees and as coordinator of the Joint Local 320/2218 Benefits Committee. Monica is a member of the Coalition of Labor Union



Sister Germiller and Representative Jasper display their awards.

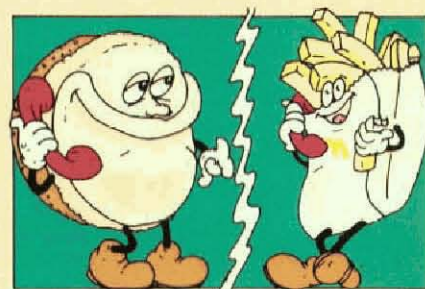
Women, a delegate to and past treasurer of the Dutchess County Central Labor Council, and a delegate to the New York State Electrical Workers Association and the IBEW Utility Labor Council.

Recently Monica was elected vice president of the Hudson Valley Chapter of the Industrial Relations Research Association. She holds a Certificate in Labor Studies from Cornell University's New York State School of Industrial and Labor Relations—a member of the first graduating class of the Labor Studies Program in 1985. As an IBEW representative, she is one of the founding members of the New York State AFL-CIO's Committee on Work and Family Issues.

Congratulations, Monica, on receiving your award. The IBEW commends you for the positive role model you provide to the women in the labor movement. 


A Real McDonald's Nugget—ISDN

The "Tech Talk" article in this issue mentions the important role Local 336, Chicago, Illinois, played in the installation of integrated services digital network systems on the huge McDonald's corporate campus. McDonald's was the first corporation to utilize the ISDN system.



The two-phase, double-location work involved installation of expanded interior and exterior cable line and frame equipment. The interior job was performed at Oak Brook by Local 336 members. The building has uniform twisted-pair wiring throughout, using a minimum of conduit and duct space. Every desktop was equipped with fully supported ISDN voice and data systems. Chief Steward Ron Kastner reported his crew will service this facility on an ongoing basis as McDonald's continues its long-term telecommunications planning.

Exterior work—installation of phone lines, dial tones and cable hardware—was completed at McDonald's Black Hawk Campus in Westmont. Chief Steward Don Cherwin and his crew completed the pole and network consolidation links.

We salute Business Representative Spike Tennerman, Chief Stewards Kastner and Cherwin, and the dynamic members of Local 336 for a job well-done! Once again our members demonstrated their ability to apply their knowledge and skills to install and maintain innovative technology. 



"Let's Build On Our Record"

The Miller-Dunn Electric Company and the IBEW achieved a milestone in safety at the Savannah River plant site in Aiken, South Carolina. The employees on this job reached seven million hours without a lost workday. H.E. "Buck" Autrey, president of Miller Electric Company, credits the efforts of each employee in making safety the first priority in every situation. Craft Superintendent W.T. Walton Jr., left, and Local 1579, Augusta, Georgia, Business Manager T.S. Yarbrough display the award.

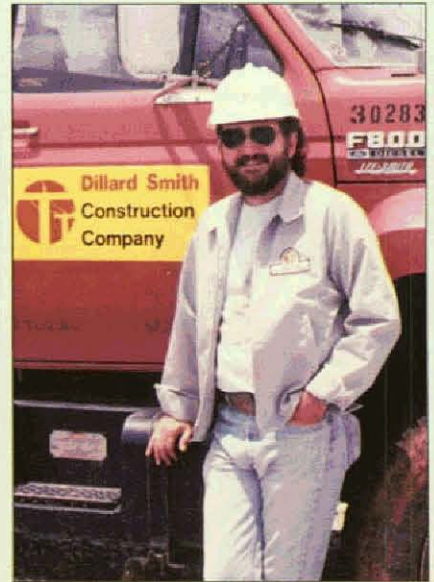
IBEW MEMBERS IN THE NEWS

(Continued from Page 41)

Foremen Win Safety Contest



Four Atlanta area foremen recently won a safety contest and received commemorative jackets. These foremen and their employees worked the year of 1988 without a personal-injury or vehicle accident. They are members of Local 84, Atlanta, Georgia, working for Dillard Smith Construction Company. Left to right, Joe Henry and Richard Stafford, North Cobb; Donnie Johnson, Canton; and Randy Connell, Relay Lab Crew.



"Winning Team" Holds Joint Meeting




Representatives of NECA Midwest Region and IBEW Sixth and Eleventh Districts during joint meeting. Foreground, from left, Vice President Conway, Director Parenti and Vice President Edwards.

The staffs of the Sixth and Eleventh Districts met with the NECA Midwest Region staff a few months ago to review the status of the electrical construction industry in their jurisdictions. Among the mutual concerns discussed were organizing, membership, manpower portability, the five-year apprenticeship program and its place in

organizing, targeting, and labor-management cooperative committees.

It is the intention of these IBEW and NECA staffs to relay to the grass-roots membership of each organization the commitment of IBEW International President J.J. Barry and NECA President Emerson Hamilton to coordinated action for

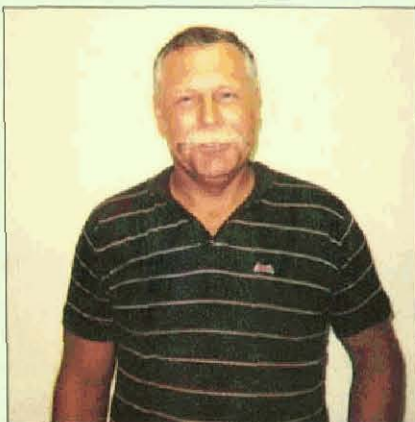
the betterment of the electrical industry. The meeting also continues efforts toward better communication and understanding fostered by Sixth District Vice President James P. Conway, Eleventh District Vice President Ray Edwards and Midwest Director Richard Parenti. 

NSC Labor Division Spring Conference



More than 100 safety representatives from the United States and Canada met in Bloomington, Minnesota, earlier this year for the National Safety Council Labor Division Spring Conference. In this photo, new IBEW Safety and Health Department Director Jim Dushaw addresses the conference. At right is retiring Director George Smith.

Member Puts Lines To Work



Brother Wayne Allen

Quite frequently we receive notices of members being honored for a myriad of accomplishments—first aid, safety records, leadership, teaching, scholarship, etc. These members, who come from all branches of the Brotherhood, continue a proud IBEW tradition of service, self-improvement and community spirit. Here we present a poem which has been selected for the Golden Poet Award competition to be held this month in Washington, D.C.

This poem was penned by Local 769, Phoenix, Arizona, member Wayne Allen, who is working out of Local 387, Phoenix. Previously his poetry has won honorable mention in a national contest sponsored by the *World Book of Poetry*, and he has received requests to publish his work. Brother Allen is very honored and awed by all of this. As he says, "After all, I'm just a lineman; and we all know linemen aren't supposed to do these type of things!"

Congratulations, Brother Allen. And good luck in the competition.

Clouds

*I have walked
Where Clouds touched the Earth,
And I have dreamed
Of mankind's rebirth.*

*And for a fleeting moment,
I found Peace.*

*There was Man,
Living with Man,
Where Clouds touched the Earth.*

*And, I found that impossible item,
Peace.*

*Peace is not for the living;
The living won't allow it,*

*Only,
Where Clouds touch the Earth.*

*One day,
We shall walk in the Clouds,*

As one,

Where the Clouds touch the Earth.

U.I. Systems To Be Updated In U.S. And Canada

The U.S. Department of Labor announced grants totaling \$19 million to be given to 24 states to aid them in automating their unemployment-insurance systems and procedures. Last September 33 states submitted a total of 82 proposals requesting financial assistance under the grant program, and 24 states were selected.

The U.S. announcement comes on the heels of the Canadian government's announcement that the Canadian unemployment-insurance system could soon be overhauled. Canadian labor leaders have voiced their opposition to the Ottawa proposal, which would raise eligibility requirements for people who voluntarily leave their job and for those living in areas of low unemployment.

U.S. Chip Manufacturers To Join Consortium

American producers of computer chips have signaled their intention to form a consortium to compete internationally in the production of the highly advanced DRAM computer chip.

International President J. J. Barry, in a joint statement

issued through the AFL-CIO's Industrial Union Department, gave his conditional support to the proposal. He said, "American manufacturers should not have to operate at a disadvantage relative to their competitors in the Far East and

Europe. We support new anti-trust interpretations that maintain and improve consumer protection by assuring a greater diversity of producers, . . ." conditioned, however, on full respect for workers' health, safety and standard of living.

Watch Out For Scams

Americans lose about \$1 million every hour to investment fraud promoted over the telephone, according to the North American Securities Administration Association.

Fraudulent telemarketers

use many types of sales pitches, including newspaper advertisements, distributing brochures and subtly deceptive, high-pressure telephone presentations. Some of the most common fraudulent offers are prize inducements to get consumers to buy water purifiers or vitamins; "penny stocks"—risky, low-priced

stocks in speculative or sometimes nonexistent or bankrupt companies; magazine subscriptions; and credit-repair schemes.

The Federal Trade Commission is charged with protecting consumers from such fraudulent practices. In addition to enforcing antitele-marketing fraud legislation, the FTC enforces legislation designed to protect consumers from credit fraud and abuse; such as:

- The Equal Credit Opportunity Act, which prohibits the denial of credit because of one's sex, race, marital status, religion, national origin, age or because of the receipt of public assistance;

- The Fair Credit Reporting Act, which protects the right to learn what informa-

tion is being distributed by credit bureaus;

- The Truth in Lending Act, which requires lenders to give written disclosures of the cost of credit and the terms of repayment before a consumer enters into a credit transaction;

- The Fair Credit Billing Act, which established procedures for resolving billing errors on credit accounts;

- The Fair Debt Collection Practices Act, which prohibits debt collectors from using unfair or deceptive practices to collect overdue bills forwarded for collection.

More information can be obtained by writing to:

Public Reference
Federal Trade Commission
Washington, D.C. 20580






Fifth District International Representative John P. Coleman Jr. Retires

International Representative John Pharr Coleman Jr. of the Fifth District staff announced his retirement effective September 1. Brother Coleman has served the IBEW for 39 years, being initiated into Local 861, Lake Charles, Louisiana, on May 15, 1950. He is currently a member of Local 901, Lafayette, Louisiana.

Brother Coleman has served his local in a variety of capacities, including as business manager, unit chairman, Executive Board member and assistant business manager. Additionally, Brother Coleman was secretary-treasurer of the Lafayette Central Labor Council for five years

and the secretary-treasurer of the Lafayette Building and Trades Council for just under eight years.

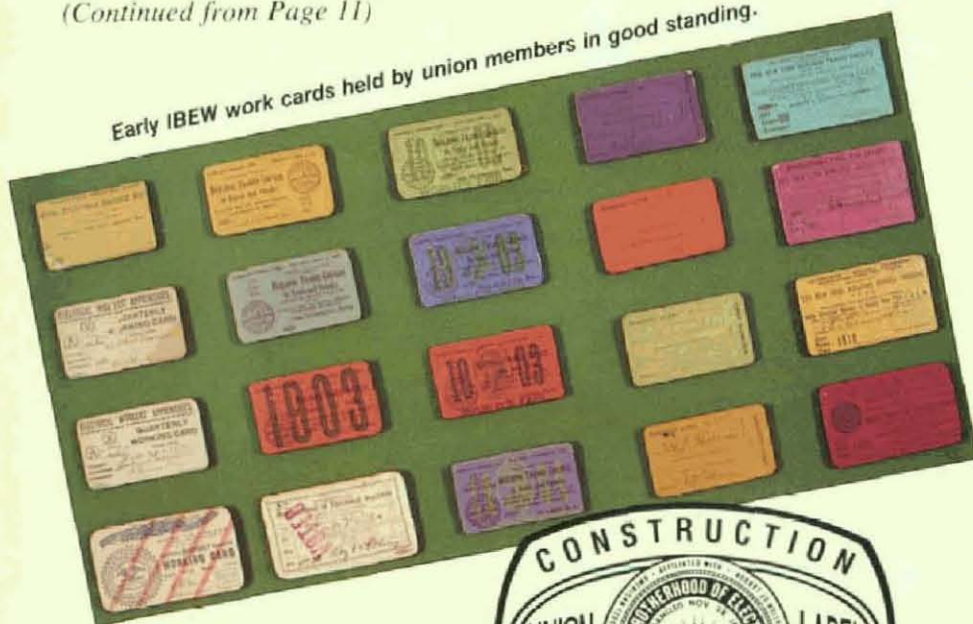
John was appointed an International Representative on September 1, 1969, and assigned to the Fifth District. As an International Representative, he serviced all branches of the Brotherhood in negotiations, arbitrations and grievances, in addition to many other duties.

During World War II he served in the U.S. Navy. An avid fisherman and golfer we hope Brother Coleman will enjoy a much-deserved retirement. The Brotherhood wishes him all the best. 

The Union Label

(Continued from Page 11)


Early IBEW work cards held by union members in good standing.



A current IBEW union label.



Throughout history artisans have found ways of identifying their products. From the guilds of Europe to the societies of the Orient, labor and trade organizations have placed their stamp on their work. In North America the modern union label rose in importance as the labor movement challenged the oppressive, nonunion corporations of the late 19th and early 20th centuries.

The union label remains today an important tool against nonunion competition. Buying union products is making a statement. A purchase is not just a sale of goods, it is a transaction affecting people's lives. The value of products to the national economy far exceeds their purchase price—with a union-label sale creating a ripple of benefits which spreads throughout the community. Buying the union label allows the consumer to positively affect not only the lives of union members, but the lives of everyone in North America. 

SUMMARY ANNUAL REPORT FOR NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION RETIREMENT PLAN (INCREMENT PENSION PLAN)

This is a summary of the annual report for National Electrical Contractors Association Retirement Plan (Increment Pension Plan), EIN#52-1129975, for year ended December 31, 1988. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by trust. Plan expenses were \$396,003. These expenses included \$227,379 in administrative expenses and \$168,624 in benefits paid to participants and beneficiaries. A total of 3,035 persons were participants in or beneficiaries of the plan at the end of the plan year—although not all of these persons had yet earned the right to receive benefits.

The value of plan assets after subtracting liabilities of the plan was \$15,799,694 as of December 31, 1988, compared to \$13,737,405 as of January 1, 1988. During the plan year the plan experienced an increase in its net assets of \$2,062,289. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and

the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$2,458,292, including employer contributions of \$1,190,834; losses of \$60,687 from the sale of assets; and earnings from investments of \$1,328,145.

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report or any part thereof, on request. The items listed below are included in that report.

- An accountant's report
- Assets held for investment
- Transactions in excess of 5 percent of plan assets
- Actuarial information regarding the funding of the plan

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees of National Electrical Contractors Association Retirement Plan (Increment Pension Plan), who are the plan adminis-

trators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3238, (301)590-8580. The charge to cover copying costs will be \$7.25 for the full annual report or 25 cents per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3238 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the department should be addressed to: Public Disclosure Room N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

SUMMARY ANNUAL REPORT FOR NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION PENSION BENEFIT TRUST FUND

This is a summary of the annual report for National Electrical Contractors Association Pension Benefit Trust Fund, EIN#53-0181657, for year ended December 31, 1988. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by trust. Plan expenses were \$157,487,280. These expenses included \$14,773,501 in administrative expenses and \$142,995,779 in benefits paid to participants and beneficiaries. A total of 373,557 persons were participants in or beneficiaries of the plan at the end of the plan year—although not all of these persons had yet earned the right to receive benefits.

The value of plan assets after subtracting liabilities of the plan was \$2,984,315,038 as of December 31, 1988, compared to \$2,684,691,872 as of January 1, 1988. During the plan year the plan experienced an increase in its net assets of \$299,623,166. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of

the year or the cost of assets acquired during the year. The plan had total income of \$457,392,446, including employer contributions of \$175,100,959; gains of \$25,744,110 from the sale of assets; and earnings from investments of \$276,547,377.

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report or any part thereof, on request. The items listed below are included in that report.

- An accountant's report
- Assets held for investment
- Loans or other obligations in default
- Transactions in excess of 5 percent of plan assets
- Actuarial information regarding the funding of the plan

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees of National Electrical Contractors Association Pension Ben-

efit Trust Fund, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3238, (301)590-8580. The charge to cover copying costs will be \$20 for the full annual report or 25 cents per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3238 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the department should be addressed to: Public Disclosure Room N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

SUMMARY ANNUAL REPORT FOR IBEW-DISTRICT TEN-NECA INDIVIDUAL EQUITY RETIREMENT PLAN

This is a summary of the annual report for IBEW-District Ten-NECA Individual Equity Retirement Plan, EIN#52-6132372, for year ended December 31, 1988. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by trust. Plan expenses were \$4,710,162. These expenses included \$579,400 in administrative expenses and \$4,130,762 in benefits paid to participants and beneficiaries. A total of 26,915 persons were participants in or beneficiaries of the plan at the end of the plan year—although not all of these persons had yet earned the right to receive benefits.

The value of plan assets after subtracting liabilities of the plan was \$155,221,071 as of December 31, 1988, compared to \$124,047,699 as of January 1, 1988. During the plan year the plan experienced an increase in its net assets of \$31,173,372. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end

of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$35,883,534, including employer contributions of \$22,016,880; gains of \$387,450 from the sale of assets; earnings from investments of \$13,440,843; and other income of \$38,361.

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report or any part thereof, on request. The items listed below are included in that report.

- An accountant's report
- Assets held for investment
- Transactions in excess of 5 percent of plan assets

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees of IBEW-District Ten-NECA Individual Equity Retirement Plan, who are the plan administrators, 2400 Research

Boulevard, Suite 500, Rockville, Maryland 20850-3238, (301)590-8580. The charge to cover copying costs will be \$13 for the full annual report or 25 cents per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3238 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the department should be addressed to: Public Disclosure Room N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

IN MEMORIAM

EWBA Death Claims Approved for Payment in June 1989

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Nugent, J. J.	2,400.00	1393	Grudzinski, R. A.	2,400.00	Pens (16)	Hoppen, G. J.	2,400.00	Pens (103)	McGrath, D. B.	2,400.00
2	Jennings, K. E.	2,400.00	1439	Dowd, E. W.	2,400.00	Pens (18)	Kroyer, R. C.	2,400.00	Pens (103)	Pearlman, D. S.	2,400.00
3	Friedkin, H.	2,400.00	1687	Gravel, J.	2,400.00	Pens (18)	Martin, F. E.	2,400.00	Pens (105)	Smith, D. L.	2,400.00
3	Severino, J. M.	2,400.00	2085	Johnson, R. J.	2,400.00	Pens (22)	Kudiacz, E. A.	2,400.00	Pens (110)	Valley, W. G.	2,400.00
3	Taddeo, M.	2,400.00	2150	Harder, M. P.	2,400.00	Pens (24)	Miller, W. H.	2,400.00	Pens (112)	Hufford, A. E.	2,400.00
3	Bernejo, V.	2,400.00	I.O. (11)	Holt, L. D.	2,400.00	Pens (24)	Mills, W. N.	2,400.00	Pens (112)	Rogers, J. T.	2,400.00
3	Cosley, T. A.	2,400.00	I.O. (214)	Coffin, A. B.	2,400.00	Pens (25)	Beckers, J. F.	2,400.00	Pens (116)	Taylor, W. H.	2,400.00
8	Preble, W. B.	2,400.00	I.O. (497)	Drumheller, E. H.	2,400.00	Pens (26)	Todd, G. A.	2,400.00	Pens (120)	Woodley, D. J.	2,400.00
9	Fiaccato, A. L.	2,400.00	Pens (1)	Blackwell, L. C.	2,400.00	Pens (32)	Mitchell, P. E.	2,400.00	Pens (124)	Cook, J. R.	2,400.00
11	Rickabaugh, J. B.	2,400.00	Pens (1)	Bleem, M. J.	2,400.00	Pens (34)	Guy, E. G.	2,400.00	Pens (124)	Dolton Jr., B.	2,400.00
18	Stogsdill, G. E.	2,400.00	Pens (1)	Boeck, W. R.	2,400.00	Pens (38)	Girod, L. C.	2,400.00	Pens (124)	Shipman, A. M.	2,400.00
24	Hartung, D. L.	2,400.00	Pens (1)	Cubbage, R. G.	2,400.00	Pens (41)	Pohle, A.	2,400.00	Pens (124)	Warren, B. A.	2,400.00
41	Laman, C. R.	2,400.00	Pens (1)	Hanewinkel, D. W.	2,400.00	Pens (43)	Geiss, A.	2,400.00	Pens (125)	Brothers, R. J.	2,400.00
41	Phelan, W. G.	2,400.00	Pens (1)	Link, R. G.	2,400.00	Pens (44)	Gribble, L. J.	2,400.00	Pens (125)	Clay, R. R.	2,400.00
44	Mount, W. D.	1,200.00	Pens (2)	Donnelly, C. W.	2,400.00	Pens (46)	Burns Jr., P. H.	2,400.00	Pens (125)	Davis, S. D.	2,400.00
48	Peterson, R. H.	2,400.00	Pens (3)	Dickter, B.	2,400.00	Pens (46)	Cox, R. R.	2,400.00	Pens (125)	Disney, E. N.	2,400.00
51	Taylor Jr., C. E.	2,400.00	Pens (3)	Fitzpatrick, T. J.	2,400.00	Pens (46)	East, A. C.	2,000.00	Pens (125)	Lemmas, R. E.	2,400.00
52	Orban, A. J.	2,400.00	Pens (3)	Folberth, A. C.	2,400.00	Pens (46)	Varnell, C. E.	2,400.00	Pens (125)	Medaris, E. H.	2,400.00
57	Goodman, S. B.	2,400.00	Pens (3)	Franco, E.	1,200.00	Pens (47)	Stinson, E. D.	2,400.00	Pens (125)	Renz, F.	2,400.00
70	Richardson, F. L.	2,400.00	Pens (3)	Geis, H. A.	2,400.00	Pens (48)	Boehmer, G. W.	2,400.00	Pens (125)	Winkfield, L. L.	2,400.00
70	Simmers Jr., C. C.	2,400.00	Pens (3)	Goldman, W.	2,400.00	Pens (48)	Bowman, J. A.	2,400.00	Pens (134)	Angeleri, A.	2,400.00
77	Skyles, R. F.	2,400.00	Pens (3)	Harper, A.	2,400.00	Pens (51)	Finney, V. S.	2,400.00	Pens (134)	Bell, B. H.	2,400.00
99	Fisette, D. W.	2,400.00	Pens (3)	Hirsch, A. P.	2,400.00	Pens (51)	Motteler, H. H.	2,400.00	Pens (134)	Haas, P. J.	2,400.00
99	Devane, J. V.	2,400.00	Pens (3)	Holzer, M.	2,400.00	Pens (51)	Nagel, W. C.	2,400.00	Pens (134)	Kilburg, G. J.	2,400.00
103	O'Connor, M. J.	2,400.00	Pens (3)	Isaacson, A.	2,400.00	Pens (51)	Saffer, J. H.	2,400.00	Pens (134)	Kiappauf, E. F.	2,400.00
108	Eaves, C. D.	2,400.00	Pens (3)	Jacobson, G.	2,400.00	Pens (53)	Headrick, J. L.	2,400.00	Pens (134)	Krueger, R. H.	2,400.00
115	Mooney, J.	2,400.00	Pens (3)	Jones, W. T.	2,400.00	Pens (56)	Hahn, A. E.	2,400.00	Pens (134)	O'Connell, E. W.	1,029.00
134	Kreps, K. J.	2,400.00	Pens (3)	Kautz Jr., J.	514.29	Pens (56)	Smith, R. G.	2,400.00	Pens (134)	Olufs, H. F.	2,400.00
134	Talley, T. T.	2,400.00	Pens (3)	Kramer, C.	2,400.00	Pens (57)	Downs, G. T.	2,400.00	Pens (134)	Pauga, R. E.	2,400.00
134	Kelly, M. A.	2,400.00	Pens (3)	Kratzer, A. A.	2,400.00	Pens (57)	Ferre, J. D.	2,400.00	Pens (134)	Sargo, F. C.	2,400.00
175	Poole, R. O.	2,400.00	Pens (3)	Lanci, J.	2,400.00	Pens (58)	Shortall, P. J.	2,400.00	Pens (134)	Tucker, R. L.	2,400.00
183	Risner, H.	2,400.00	Pens (3)	Larke, F. E.	2,400.00	Pens (58)	Suhd, L.	2,400.00	Pens (134)	Vokoun, J. R.	2,400.00
213	Penev, D.	2,400.00	Pens (3)	Leibow, I.	2,400.00	Pens (58)	Sylvester, A.	2,400.00	Pens (143)	Shelley, J. S.	2,400.00
226	Jacques, M. B.	2,400.00	Pens (3)	Lord, N.	2,400.00	Pens (58)	Wilcox, H. M.	2,400.00	Pens (145)	Judd, L. E.	2,400.00
271	King, L. D.	2,400.00	Pens (3)	Maranzano, P.	2,400.00	Pens (59)	Enochs, G. F.	2,400.00	Pens (145)	Mueck, R. A.	2,400.00
305	Ruggles, W. W.	2,400.00	Pens (3)	Martin, J.	2,400.00	Pens (59)	Yates Jr., J. W.	2,400.00	Pens (146)	Willenborg, A. J.	2,400.00
347	Brown, H. E.	2,400.00	Pens (3)	Nielsen, B.	2,400.00	Pens (60)	Dockins, R. W.	2,400.00	Pens (158)	Waack, A. H.	2,400.00
363	Corey, J.	2,400.00	Pens (3)	Oates, R. R.	2,400.00	Pens (60)	Hunnam Jr., F. C.	2,400.00	Pens (173)	Walker, H. O.	2,400.00
366	Bijold, R. A.	2,400.00	Pens (3)	Patch, S. P.	2,400.00	Pens (60)	Wohlfarth, G. W.	2,400.00	Pens (175)	Meers, W. Z.	2,400.00
380	Roth, R. T.	2,400.00	Pens (3)	Schantz, M.	2,400.00	Pens (64)	Repasky, D. G.	2,400.00	Pens (176)	Edmundson, H.	2,400.00
387	Kelly Jr., J.	2,400.00	Pens (3)	Scheerer, F. P.	2,400.00	Pens (66)	Murphy, J. L.	2,400.00	Pens (177)	Abermethy, B. G.	600.00
388	Kerske, J. C.	2,400.00	Pens (3)	Schmitt, E. R.	2,400.00	Pens (68)	Legge, J. F.	2,400.00	Pens (177)	Shamblin, D.	2,400.00
402	Bays, D. K.	2,400.00	Pens (3)	Sherolov, N.	2,400.00	Pens (68)	Waltman, T. B.	2,400.00	Pens (177)	Wynn, W. C.	2,400.00
443	Hammock, B. E.	2,400.00	Pens (3)	Stern, C. F.	2,400.00	Pens (70)	Fewell, V. B.	2,400.00	Pens (183)	Ledington, H. F.	2,400.00
443	Nickolson, J. R.	2,400.00	Pens (3)	Terone, F.	2,400.00	Pens (73)	Ablutz, J. H.	2,400.00	Pens (193)	Berry, H.	2,400.00
490	Dixon, W. J.	2,400.00	Pens (3)	Walsh Jr., C. E.	2,400.00	Pens (73)	Greycloud, A. A.	2,400.00	Pens (194)	Meeks, R. L.	2,400.00
505	Black, R. D.	2,400.00	Pens (3)	Wolfe, M.	2,400.00	Pens (73)	Klintonworth, K. G.	2,400.00	Pens (196)	Amundsen, F. J.	2,400.00
558	Kirby, R. W.	2,400.00	Pens (5)	Quinn, A. R.	75.00	Pens (76)	Hayes, G. L.	2,400.00	Pens (213)	Lund, H.	2,400.00
584	Vanbeber, T. A.	2,400.00	Pens (6)	Deutscher, F.	2,400.00	Pens (76)	Simpson, R. O.	2,400.00	Pens (230)	Fletcher, J. E.	2,400.00
586	Brindley, R. R.	2,400.00	Pens (6)	Lee, R.	1,200.00	Pens (77)	Cosand, R. G.	2,400.00	Pens (230)	Smith, C. C.	2,400.00
586	Sutcliffe, G. G.	2,400.00	Pens (6)	Peters, K. H.	2,133.33	Pens (77)	Kelso, J. V.	2,400.00	Pens (234)	Cogswell, J.	2,400.00
640	Hart, P. G.	2,400.00	Pens (8)	Lovell, S. L.	2,400.00	Pens (77)	Nelson, H.	2,400.00	Pens (245)	Schinhar, C. M.	2,400.00
643	Preston, R. J.	1,200.00	Pens (8)	Murphy, W. B.	2,400.00	Pens (77)	Reid, W. A.	2,400.00	Pens (248)	Gibson, B. F.	2,400.00
676	Hall Jr., H. L.	2,400.00	Pens (9)	McChrystal, E.	2,400.00	Pens (77)	Wray, D. V.	2,400.00	Pens (265)	Cronk, G. H.	2,400.00
701	Nolan, C. E.	2,400.00	Pens (9)	Zak, C.	2,400.00	Pens (80)	White, M. B.	2,400.00	Pens (265)	Damrow, M. H.	2,400.00
714	Priess, B.	2,400.00	Pens (11)	Arbogost, R. E.	2,400.00	Pens (81)	McNulty, J. P.	2,400.00	Pens (270)	Hutson, R. F.	2,400.00
716	Kentzler, J. D.	2,400.00	Pens (11)	Bauerie, H. D.	2,400.00	Pens (82)	Olezio, H. F.	2,400.00	Pens (280)	Brownell, P. R.	2,400.00
728	Bass, J. W.	2,400.00	Pens (11)	Boyajian, D.	2,400.00	Pens (84)	Wilson, J. L.	2,400.00	Pens (291)	Hammack, L. B.	2,400.00
728	Webb, G. N.	2,400.00	Pens (11)	Durian, L. R.	2,400.00	Pens (86)	Beeman, W. A.	2,400.00	Pens (292)	Forrer, E. W.	2,400.00
760	Hall, D. P.	2,400.00	Pens (11)	Gale, M. J.	2,400.00	Pens (90)	DeGoursey, R. E.	2,400.00	Pens (292)	Yourzak, R. W.	2,400.00
760	Pride, J. C.	2,400.00	Pens (11)	Goodrich, F. L.	2,400.00	Pens (90)	Deme, S. A.	2,400.00	Pens (294)	Grewatz, M. A.	2,400.00
850	Mulkey, F. L.	2,400.00	Pens (11)	Griffith, C. R.	1,200.00	Pens (95)	Raymond, H. L.	2,400.00	Pens (304)	Cole, B. G.	2,400.00
952	Hohman, J.	2,400.00	Pens (11)	McKelvy, W. N.	2,400.00	Pens (95)	Riley, G. A.	2,400.00	Pens (304)	Getly, A.	2,400.00
1070	Edward, R. A.	2,400.00	Pens (11)	Ryan, J. A.	2,400.00	Pens (98)	Farr, T. J.	2,400.00	Pens (305)	Kutsch, P. E.	2,400.00
1249	Mahoney, R.	2,400.00	Pens (11)	Seymour, E. J.	2,400.00	Pens (98)	Foulke, R. D.	2,400.00	Pens (306)	Morgan, W. T.	2,400.00
1249	Snedeker, R. C.	2,400.00	Pens (11)	Swanson, R.	2,400.00	Pens (98)	Manna, G. M.	2,400.00	Pens (308)	Johnson, I. R.	2,400.00
1319	Toth, F. F.	2,400.00	Pens (13)	Smith, C. R.	2,400.00	Pens (98)	Meehan, L. J.	2,400.00	Pens (308)	Johnson, M. H.	2,400.00
1393	Muncie, A. W.	2,400.00	Pens (16)	Allburn, C. A.	2,400.00	Pens (99)	Parrella, J. J.	2,400.00	Pens (309)	Dillier, C. R.	2,400.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. (310)	Backus, H. A.	2,400.00	Pens. (522)	Costarides, J.	2,400.00	Pens. (744)	Simeone, J. P.	2,400.00	Pens. (I.O.)	Bryant, A. P.	2,400.00
Pens. (310)	Schonhaler, A. M.	2,400.00	Pens. (538)	Kazakevich, C. A.	2,400.00	Pens. (747)	Lapke, P. L.	2,400.00	Pens. (I.O.)	Candy, G. W.	2,400.00
Pens. (311)	Wall, J. R.	2,400.00	Pens. (558)	Beddingfield, O. B.	2,400.00	Pens. (760)	Kelley, C. R.	2,400.00	Pens. (I.O.)	Chrzan, F.	2,400.00
Pens. (314)	Stair, C. G.	2,400.00	Pens. (558)	Newton, H. B.	2,400.00	Pens. (760)	Reedy, J. L.	2,400.00	Pens. (I.O.)	Cox, J. C.	2,400.00
Pens. (317)	Hamrick, G. E.	2,400.00	Pens. (561)	Beauchamp, A.	2,400.00	Pens. (780)	Phillips, H. H.	2,400.00	Pens. (I.O.)	Exter, W. E.	2,400.00
Pens. (321)	Balzani, E.	2,400.00	Pens. (568)	Masse, A.	2,400.00	Pens. (816)	Hargis, J. W.	2,400.00	Pens. (I.O.)	Fraser, H. E.	2,400.00
Pens. (322)	Lieberenz, R. G.	2,400.00	Pens. (569)	Haas, J. C.	2,400.00	Pens. (816)	Shelby, C. E.	2,400.00	Pens. (I.O.)	Grant, T.	2,400.00
Pens. (323)	Donaldson, J. C.	2,400.00	Pens. (569)	Moran, O. G.	2,400.00	Pens. (816)	Stice, M. B.	2,400.00	Pens. (I.O.)	Groul, H. W.	2,400.00
Pens. (324)	Moran, A. R.	2,400.00	Pens. (569)	Sarff, G. L.	2,400.00	Pens. (835)	Hart, P. R.	2,400.00	Pens. (I.O.)	Harris, T. S.	2,400.00
Pens. (332)	Bennett, D. G.	2,400.00	Pens. (570)	Bailey, R. L.	2,400.00	Pens. (840)	Hansen, H. B.	2,400.00	Pens. (I.O.)	Herbst, R. S.	2,400.00
Pens. (332)	Clough, J. C.	2,400.00	Pens. (570)	Martin, D. L.	2,400.00	Pens. (846)	Chance Jr., F. S.	2,400.00	Pens. (I.O.)	Hofer, H. P.	2,400.00
Pens. (332)	Cooper, D. S.	2,400.00	Pens. (577)	Seckar, M. C.	2,400.00	Pens. (846)	Westbrook, R. H.	2,400.00	Pens. (I.O.)	Hollenbeck, J. D.	2,400.00
Pens. (332)	Russell, W. C.	2,400.00	Pens. (581)	Acken, W. S.	2,400.00	Pens. (854)	Szukowski, E.	2,400.00	Pens. (I.O.)	Jackman, E. E.	2,400.00
Pens. (336)	Keller, A.	2,400.00	Pens. (583)	Hussmann, J. I.	2,400.00	Pens. (855)	Johnson, R. L.	2,400.00	Pens. (I.O.)	Jackman, C. A.	2,400.00
Pens. (340)	McGarr, W. S.	2,400.00	Pens. (583)	Ronne, M. H.	2,400.00	Pens. (865)	Budahazy, A.	2,400.00	Pens. (I.O.)	Jacobi, C. W.	2,400.00
Pens. (344)	Melbourne, F. E.	2,400.00	Pens. (584)	Abrams, C. W.	2,400.00	Pens. (867)	McDonald, B. J.	2,400.00	Pens. (I.O.)	Janes, A. E.	2,400.00
Pens. (347)	McQuillen, V. H.	2,400.00	Pens. (588)	Turner, E. W.	2,400.00	Pens. (903)	Gilstrap, L. B.	2,400.00	Pens. (I.O.)	Jones, R. E.	2,400.00
Pens. (349)	Boden, W. G.	2,400.00	Pens. (591)	Rick, W. E.	2,400.00	Pens. (915)	Carmine, G. W.	2,400.00	Pens. (I.O.)	Keller, W. H.	2,400.00
Pens. (349)	Chiland, M. W.	2,400.00	Pens. (592)	Hunsinger Jr., E.	2,400.00	Pens. (917)	Beatty, L.	2,400.00	Pens. (I.O.)	Knittel, R. H.	2,400.00
Pens. (349)	Colodel, U. M.	2,400.00	Pens. (595)	Dehaven, K. V.	2,400.00	Pens. (948)	Goodman, D. F.	2,400.00	Pens. (I.O.)	Lawrence, O. H.	2,400.00
Pens. (349)	Partee, M. D.	2,400.00	Pens. (595)	Hartung, R. A.	2,400.00	Pens. (949)	Thomas, M. L.	2,400.00	Pens. (I.O.)	Leighton, J.	2,400.00
Pens. (349)	Vreeland, W. J.	2,400.00	Pens. (602)	Landess, N. B.	2,400.00	Pens. (953)	Johnson, A.	2,400.00	Pens. (I.O.)	Leines, F. M.	2,400.00
Pens. (353)	Mackenzie, A. J.	2,400.00	Pens. (604)	Saueracker, C. M.	2,400.00	Pens. (953)	Setter, A. B.	2,400.00	Pens. (I.O.)	Link, F. A.	2,400.00
Pens. (353)	Maher, R. F.	2,400.00	Pens. (613)	Williams, R. H.	2,400.00	Pens. (968)	Delibaugh, R. B.	2,400.00	Pens. (I.O.)	Lopez, G.	2,400.00
Pens. (353)	McNeill, D. C.	2,400.00	Pens. (616)	Burton, J. V.	2,400.00	Pens. (1002)	Kyle, R. T.	2,400.00	Pens. (I.O.)	Mackinnon, R. E.	2,400.00
Pens. (353)	Nixon, R.	2,400.00	Pens. (617)	Brown, J. J.	2,400.00	Pens. (1036)	Banzhaf, C.	2,400.00	Pens. (I.O.)	Magness, M. C.	2,400.00
Pens. (354)	Page, F. N.	2,400.00	Pens. (618)	Brannum, E. G.	2,400.00	Pens. (1081)	Bianchi, H.	2,400.00	Pens. (I.O.)	Marshall, J. T.	2,400.00
Pens. (354)	Roberts, C. B.	2,400.00	Pens. (618)	Nichodom, J.	2,400.00	Pens. (1095)	Pepper, H. S.	2,400.00	Pens. (I.O.)	McDonald, J. A.	2,400.00
Pens. (357)	Baier, W. R.	2,400.00	Pens. (632)	Brannon Sr., J. F.	2,400.00	Pens. (1116)	Mills, B. T.	2,400.00	Pens. (I.O.)	Meyer, L. A.	2,400.00
Pens. (357)	Koeb, A. J.	2,400.00	Pens. (633)	Gleiber, R. A.	2,400.00	Pens. (1124)	Yurkovich, J. A.	2,400.00	Pens. (I.O.)	Miesbauer, W. R.	2,400.00
Pens. (357)	Shelor, G. D.	2,400.00	Pens. (637)	Goode, C. R.	2,400.00	Pens. (1128)	Stanfield, L. E.	2,400.00	Pens. (I.O.)	Morris, E.	2,400.00
Pens. (365)	Dockrey, A. R.	2,400.00	Pens. (637)	Hanel, C. F.	2,400.00	Pens. (1133)	Richardson, R. D.	2,400.00	Pens. (I.O.)	Murray, J. R.	2,400.00
Pens. (369)	Robison Jr., L. D.	2,400.00	Pens. (637)	Shepherd, L. E.	2,400.00	Pens. (1186)	Kamiko, M.	2,400.00	Pens. (I.O.)	Neslund, G. H.	2,400.00
Pens. (369)	Timberlake, L. A.	2,400.00	Pens. (640)	Deberge, E. B.	2,400.00	Pens. (1212)	Hardina, E. P.	2,400.00	Pens. (I.O.)	Olmstead, H. M.	2,400.00
Pens. (386)	Bickham, R. D.	2,400.00	Pens. (649)	Davis, J. P.	2,400.00	Pens. (1218)	Tierney, J. E.	2,400.00	Pens. (I.O.)	Peters, W. L.	2,400.00
Pens. (424)	Hartman, T. A.	2,400.00	Pens. (649)	Schreader, A. H.	2,400.00	Pens. (1220)	Berg, P. A.	2,400.00	Pens. (I.O.)	Phillips, F. L.	2,400.00
Pens. (425)	McGee, C. T.	2,400.00	Pens. (654)	Williams, W. L.	2,400.00	Pens. (1245)	Jackson, E. K.	2,400.00	Pens. (I.O.)	Pushman, J.	2,400.00
Pens. (428)	Cosme, F.	2,400.00	Pens. (659)	Ballard, W. L.	2,400.00	Pens. (1249)	Hall, F. E.	2,400.00	Pens. (I.O.)	Ranson, E. W.	2,400.00
Pens. (441)	Bregent, M.	2,400.00	Pens. (659)	Cummings, J. C.	2,400.00	Pens. (1260)	Kennedy, F. J.	2,400.00	Pens. (I.O.)	Ritchie, J. G.	2,400.00
Pens. (442)	Stanley, G. C.	2,400.00	Pens. (659)	Kiewatt, J. W.	2,400.00	Pens. (1319)	Katchik, J.	2,400.00	Pens. (I.O.)	Rosploch, J.	2,400.00
Pens. (466)	Burgess, F. M.	2,400.00	Pens. (659)	Linnell, S. S.	2,400.00	Pens. (1319)	Lyall, T. F.	2,400.00	Pens. (I.O.)	Roy, F. N.	2,400.00
Pens. (470)	Metcalfe, H. M.	2,400.00	Pens. (659)	Robison, E. R.	2,400.00	Pens. (1319)	Norwillo, V. W.	2,400.00	Pens. (I.O.)	Rudberg, E. G.	2,400.00
Pens. (474)	Roberson, R. C.	2,400.00	Pens. (659)	Simmons, H. D.	2,400.00	Pens. (1337)	Wilson, R. P.	2,400.00	Pens. (I.O.)	Sageman, J. O.	2,400.00
Pens. (477)	Bogges, C. A.	2,400.00	Pens. (668)	Clodi, A. G.	2,400.00	Pens. (1385)	Meehan, F. D.	2,400.00	Pens. (I.O.)	Schnabel, A. A.	2,400.00
Pens. (477)	Fulmer, L. N.	2,400.00	Pens. (675)	Debella, T.	2,400.00	Pens. (1393)	Gowdy, C. V.	2,400.00	Pens. (I.O.)	Schneider, R. M.	2,400.00
Pens. (479)	Case, C. M.	2,400.00	Pens. (676)	Hannah, C. A.	2,400.00	Pens. (1393)	Harper, M.	2,400.00	Pens. (I.O.)	Schweiger, E.	2,400.00
Pens. (480)	Stephens, J. E.	2,400.00	Pens. (682)	Kreuger, W. B.	2,400.00	Pens. (1393)	Teulker, V. H.	2,400.00	Pens. (I.O.)	Scott, K. O.	1,200.00
Pens. (483)	Click, J. A.	2,400.00	Pens. (682)	Peters, E. O.	2,400.00	Pens. (1405)	Simpson, P.	2,400.00	Pens. (I.O.)	Scott, L. P.	2,400.00
Pens. (494)	Balzow, A.	2,400.00	Pens. (686)	Schneider, H. C.	2,400.00	Pens. (1427)	Stanilorth, J. E.	2,400.00	Pens. (I.O.)	Stancek, J.	2,400.00
Pens. (494)	Endes Sr., J. G.	2,400.00	Pens. (692)	Perkins, J. S.	2,400.00	Pens. (1516)	Johnston, A. J.	2,400.00	Pens. (I.O.)	Stevens, V. W.	2,400.00
Pens. (494)	Hartman, P.	2,400.00	Pens. (700)	Stewart, R.	2,400.00	Pens. (1814)	Marchand, V. E.	2,400.00	Pens. (I.O.)	Supple, J. C.	2,400.00
Pens. (494)	Marsden, R. H.	2,400.00	Pens. (701)	North, E. J.	2,400.00	Pens. (2295)	Ortiz, J. M.	2,400.00	Pens. (I.O.)	Tallman, R. S.	2,400.00
Pens. (494)	McGuan, W. D.	2,400.00	Pens. (702)	Johnson, A. E.	2,400.00	Pens. (I.O.)	Barr, C. A.	2,400.00	Pens. (I.O.)	Tuveson, J. E.	2,400.00
Pens. (494)	Pyzik, M. A.	2,400.00	Pens. (702)	Quinn, P. E.	2,400.00	Pens. (I.O.)	Behrens, H. G.	2,400.00	Pens. (I.O.)	Urman, C. N.	2,400.00
Pens. (494)	Roehrer, F. J.	2,400.00	Pens. (702)	Williamson, F.	2,400.00	Pens. (I.O.)	Belleperche, D. D.	2,400.00	Pens. (I.O.)	Vanreen, W. D.	2,400.00
Pens. (494)	Rudzik, W.	2,400.00	Pens. (712)	Wirtner, W. T.	2,400.00	Pens. (I.O.)	Benedict, N. G.	2,400.00	Pens. (I.O.)	Whitney, C. V.	2,400.00
Pens. (496)	Gallagher, B.	2,400.00	Pens. (714)	Iverson, C. N.	2,400.00	Pens. (I.O.)	Bill, H. W.	1,200.00	Pens. (I.O.)	Wilshusen, A. F.	2,400.00
Pens. (497)	Rockwell, A. L.	2,400.00	Pens. (723)	Greenwood, E. L.	2,400.00	Pens. (I.O.)	Bjorn, H. M.	2,400.00	Pens. (I.O.)	Wilson, A. E.	2,400.00
Pens. (499)	Short, R. W.	2,400.00	Pens. (728)	Hansen, H. E.	2,400.00	Pens. (I.O.)	Blish, R. A.	2,400.00	Pens. (I.O.)	Yake, F. A.	2,400.00
Pens. (503)	Flood, T. J.	2,400.00	Pens. (728)	Keller, W. S.	2,400.00	Pens. (I.O.)	Brookes, T. B.	2,400.00	Total Amount		\$1,209,951.62

International Brotherhood of Electrical Workers

Pension and Death Benefit Payment Report

June 1989

	IBEW PENSION BENEFIT FUND	ELECTRICAL WORKERS' BENEFIT ASSOCIATION	NATIONAL ELECTRICAL BENEFIT FUND
Number admitted to pension last month	499		322
Total number on pension	85,705		45,719
Total pension payments last month	\$ 4,936,174.37		\$ 13,583,497.68
Total pension payments last 12 months	\$58,615,389.46		\$153,097,911.32
Death benefits paid last month	\$ 101,658.42	\$ 1,209,951.62	
Death benefits paid last 12 months	\$ 1,074,647.30	\$13,012,672.18	

OUR UNIONS GIVE US A VOICE... NO MATTER WHAT LANGUAGE WE SPEAK.



Our unions work hard to make sure we get not only the paycheck we deserve, but respect and dignity on the job. For every worker. No matter where they come from.

Edward James Olmos, Emmy Award-winning actor from "Miami Vice" and Oscar nominee for "Stand and Deliver", proclaims that message in the AFL-CIO's newest "Union YES" spots. Look for him in September on both Spanish and English TV networks. He joins Jack Lemmon, Tyne Daly and Howard Hesseman, who return to tell the union story to millions of Americans. In their own homes.

The message of our unions is a powerful one, and it's the model for workers around the world who yearn for freedom. Hope. Dignity. Respect. Ideals that mean the same in any language.

AMÉRICA ES MEJOR CON LA
UNIÓN DÍ QUE SÍ.

AMERICA WORKS BEST
WHEN WE SAY...

UNION
YES  

Edward James Olmos, star of the
bilingual "Union YES" campaign.

If your union needs assistance in creating a "Union YES" media campaign call 1-800-242-UNION.

IBEW Journal
1125-15th Street, N.W.
Washington, D.C. 20005

Address Correction Requested

Non-Profit Org.
U.S. POSTAGE
PAID
Depew, N.Y.
Permit No. 25

LEGIONNAIRES' DISEASE

*It can strike
Anywhere!*

Researchers now know that legionnaires' disease can strike in buildings and areas with poorly treated water supplies. The elderly, smokers and those with existing illnesses are most susceptible to the disease. With the wrong combination of high temperatures, water stagnation and other conditions, the *Legionella* bacteria can grow and spread through:

- Air conditioners
- Cold- and hot-water services
- Drinking fountains
- Swimming pools and whirlpools
- Humidifiers
- Sprinklers

A Monthly IBEW Safety Reminder