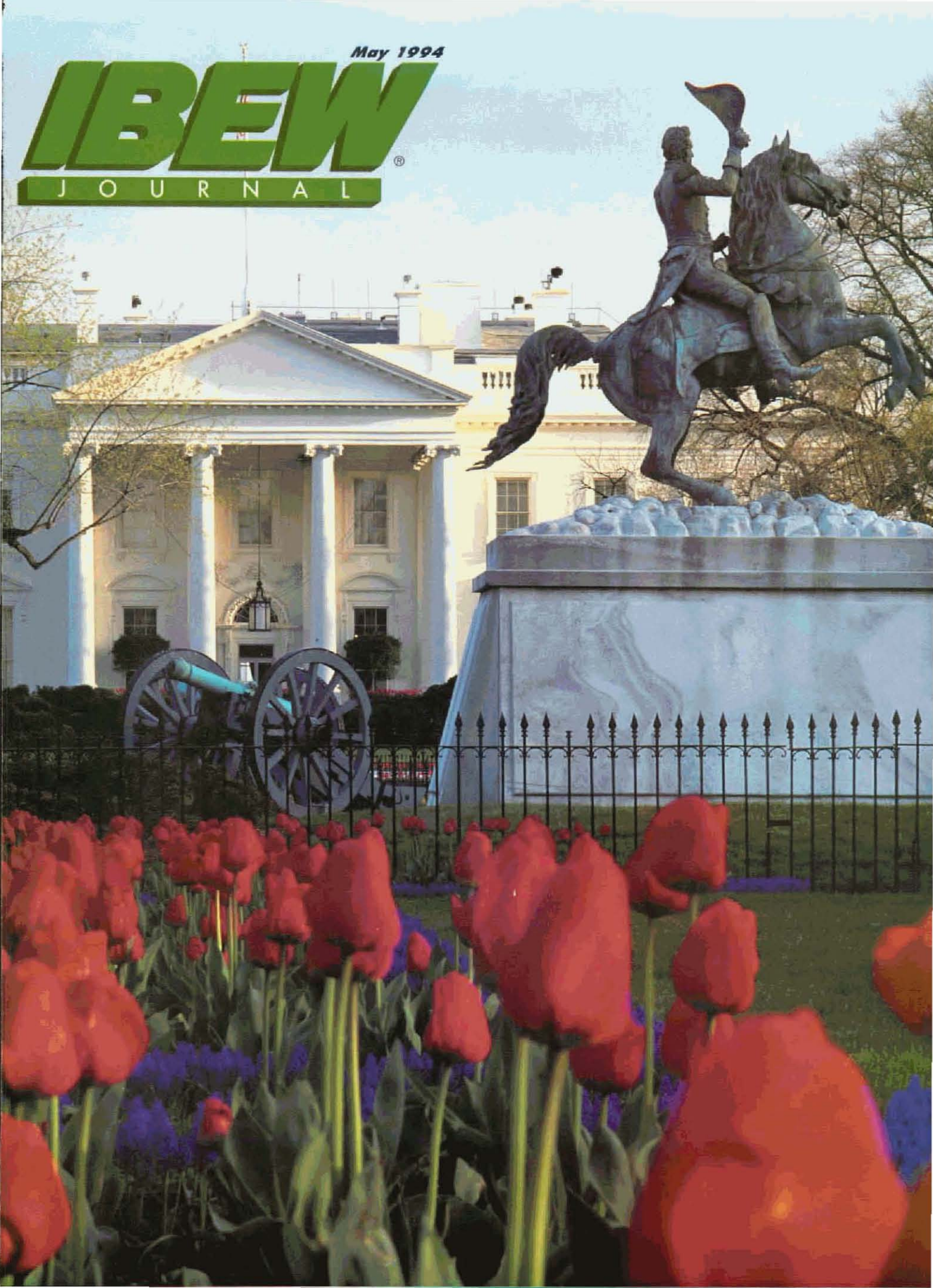


May 1994

# IBEW<sup>®</sup>

JOURNAL





J.J. Barry, International President

# Put Workingpeople First

## It's Time to Raise The Minimum Wage

In the middle of what's being billed as an economic up-swing, American workers—especially those at the low end of the pay scale—are losing ground. The minimum wage is simply not enough for workingpeople to make ends meet. Now is the time for the government to raise the minimum wage, and begin the process of allowing all workers to receive wages that better reflect the productivity gains they've made and the fatter profits their employers have earned as a result of their labor.

Economists tell us the United States is in the midst of an economic recovery. The Index of Leading Economic Indicators, the forecasting tool the government uses to predict near-term economic activity, has posted a string of positive gains. Although hurt recently by inflation fears, the major stock markets stand near record highs, while interest rates stand near record lows. The Labor Department reported in March 1994 that corporate profits were up 11.4 percent in 1993, and that worker productivity, a statistic many economists consider to be the best measure of America's economic health, was up 1.7 percent last year—up as much as 7.5 percent in some sectors.

So why did the average workingperson's pay go down 0.2 percent last year in industries where American workers racked up the biggest productivity gains? That's right, those workers worked harder, produced more, and not only didn't they get a piece of the increased profits they generated, they lost money. Overall, average wages in 1993 only increased 0.6 percent after inflation. To begin to answer that question, we need to start at the bottom, the minimum wage.

The simple fact is, the minimum wage—\$4.25 an hour in the United States—is too low. Reporter Tony Hor-



witz, writing for the historically conservative *Wall Street Journal*, titled his November 12, 1993, front page article, "Minimum-Wage Jobs Give Many Americans Only a Miserable Life." He writes, "The minimum wage was mauled by inflation in the 1980s and now provides an income so meager that welfare recipients often do better if they turn down jobs paying it."

Thankfully, most IBEW members, like most union members, make more than the minimum wage. But like an

anvil tied to the bottom of the pay scale, the minimum wage holds down wages for all workers. By raising the minimum wage, pressure is put on employers to raise higher-paid employee's wages, and unions would then have better leverage at the bargaining table to secure the kinds of wage increases the improved economy calls for.

Today's opponents of raising the minimum wage use the same tired arguments they have been using since the original federal law was passed over 50 years ago: that paying workers more will lead to higher inflation and to

layoffs. Those arguments hold about as much water as a leaky bucket. When corporate profits go up, on average, 11.4 percent in one year, money is being made. A lot of money. There's no need to raise prices or lay-off—or stop hiring—workers. Haven't we had enough of CEOs and corporate bosses who are paid hundreds of thousands or even millions of dollars a year walking around telling people they can't pay their employees a decent wage for an honest day's work.

Secretary of Labor Robert Reich has promised on several occasions last year, and earlier this year, to recommend a raised minimum-wage bill to President Clinton. Clinton himself has pledged to raise the minimum wage to keep pace with inflation. But those

promises don't mean anything to the men and women who, despite 10- or 11-hour days, aren't taking enough home to feed their families; they don't mean anything to the union members who are working harder for less. In the words of the '92 presidential campaign, it's time to put workingpeople first. And it begins with raising the minimum wage. ■

**Like an anvil tied to the bottom of the pay scale, the minimum wage holds down wages for all workers.**



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COVER PHOTO: Tulips in bloom in Lafayette Park, across from the White House, in Washington, D.C.

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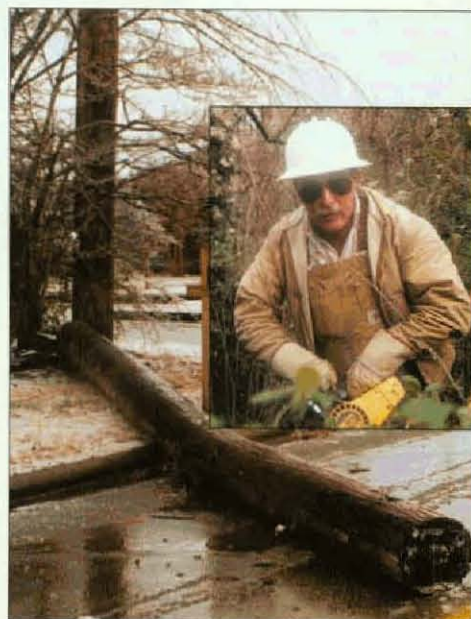
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*"A state of emergency was declared in the Shoals area (Florence, Alabama) Thursday [February 10, 1994] after a rare winter storm dumped tons of ice in the region, in effect paralyzing travel and communication while also cutting off electrical power to thousands of residents.*

*Florence, Alabama, utility crew members repair downed lines.*

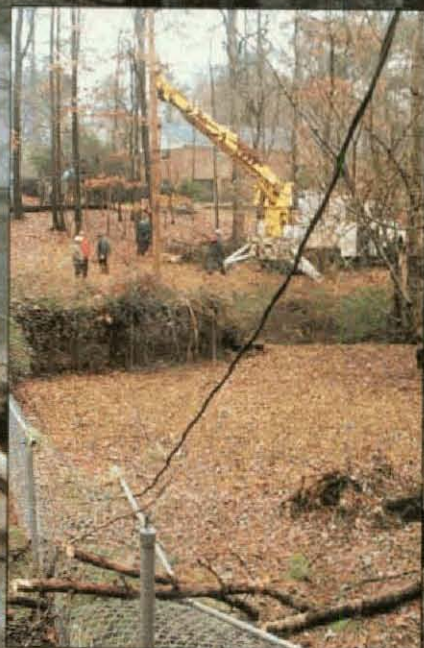


# WINTER W

## *Southeast Resident*

*M*eteorologists reported that 12 winter storms hit the Northeast in as many days, in areas accustomed to heavy snowfalls and tough winters. But in the South—that part of the country where mild winters are the norm—the deluge of snow, ice, sleet rain and floods was devastating.

One of the worst winter ice storms to hit the Southeast coast in decades, descended upon the Shoals area in Florence, Alabama; Memphis and Nashville, Tennessee; and Greenville, Mississippi. A heavy snowfall, followed by freezing rain and sleet fell over the area, blanketing everything with up to six inches of ice. Driving on ice-covered, slick roads was, at best, hazardous. Flooding was a big problem, as



*A power line dangles precariously over a fence damaged by tree limbs.*



"Weary workers wrestled fallen trees Saturday as they struggled to restore electricity to 700,000 Tennesseans while the governor joined the Tennessee National Guard in delivering emergency generators."

"Florence Electricity crews, Alabama Power Company, and Tennessee Valley Authority (TVA) workers scurry to restore power.... Flood waters also washed out a bridge, and forced bridge closings."

"I guess I'm lucky to be alive," said a Shoals area resident who had just gotten out of his Chevy Camaro before an ice-laden tree limb scored a direct hit on his car...."

—TimesDaily newspaper  
Florence, Alabama  
(February 9, 19, 1994)



IBEW members working to clear power lines away from toppled trees.

# WITH A VENGEANCE!

## *Battle Winter's Fury*

ivers, swollen by frozen rain, overflowed their banks, and floating debris damaged the bridges. Some bridges were closed, as were airports, schools, government offices, and businesses. This winter storm, which choked transportation and communications, began on Wednesday, February 9, 1994, but the effects of the tragedy and destruction suffered by residents were felt for weeks thereafter.

Nature's fury left residents without lights, heat, water, food, and medical help, forcing people to seek shelter at Red Cross facilities, senior citizen centers, and other municipal buildings opened up to house those in need. As reports of power outages poured in, they signaled a warning for residents who were faced with the task of stay-

ing warm. Many stood in long lines at open gas stations, hoping to purchase kerosene to keep their homes warm. Others took the medical community's advice: seek alternate shelter. Telephone lines became jammed and on one day, more than 62,000 calls were logged within an hour. Another problem was finding clean water sources. It was reported by officials that it would be more than a week before some communities had electricity, and hopefully, not much longer for the remaining residents to get power and clean water.

A veritable danger to life and property came via falling trees. The trees, their branches coated with thick sheets of ice, can weigh up to 300 or 400 pounds. Many homes were

destroyed when trees crashed down on the roofs, through carports, garages, or walls. People driving their cars were victimized by ice-covered trees dropping like bombs onto their automobiles. Cherokee (Alabama) Mayor Chuck Lansdell reported that volunteer firefighters were overwhelmed as they tried to keep town streets free of fallen trees. He said, "As soon as we clear a street, the trees fall right behind us, snapping and crunching down. It's just like artillery rounds popping around us." Numerous injuries from falling trees plagued the workers.

But the most terrifying danger came from the live electrical wires which dangled and swayed in the wind, with the weight of the ice, ultimately caus-



ing wires to snap and fall. Several tragic electrocutions from downed live wires were reported. Utility crews risked their lives running a gauntlet of falling, ice-covered trees, and live wires while trying to get power restored and help people who were stranded to safety. And for the numerous electricians and utility workers, who battled the elements to restore electric power, the winter of 1994 in the South is etched in memory.

Among the workers tackling this mammoth task were union workers from Comcast Cable, South Central Bell, and electric utilities—members of IBEW Local 558, Sheffield, Alabama, and Local 1288, Memphis, Tennessee. Fourteen electrical crews worked day and night to restore power.

Local 558 members, together with a coalition of electricians and utility workers from electric cooperatives and utility companies, worked tirelessly to restore power. IBEW tree-trimmers worked clearing roads in the hardest hit counties; but no sooner had they cleared one road, when another was covered with downed trees. Muddy ground hampered the efforts to restore electricity in some areas. Utility crews had to use a bulldozer to pull trucks into muddy areas around the county to replace broken poles.

IBEW members from the Tennessee Valley Electric Cooperative, Savannah and Waynesboro, Tennessee; the Tombigbee Electric Cooperative, Guin, Alabama; Franlin Electric Cooperative, Russellville, Alabama; and Joe Wheeler Electric Membership Cooperative, Moulton and Hartselle, Alabama, put in long days and nights. So extensive was the damage to communications, electric power lines, and property, that by mid-March, some of the power and services still had not been restored.

IBEW members moved from one city to another—clearing debris and restoring power. City officials noted that it was hard to predict when remaining customers would have electrical service restored. One official remarked, "We are getting to the point where we can't restore power to them just by flipping a switch or repairing one main line. We feel in 7

## WINTER WITH A VENGEANCE!



*One of many broken limbs hangs over a street.*

*Local 558 member Charles Stuts prepares to elevate a ladder to some power lines.*

to 14 more days, we will be able to get 90 to 95 percent restoration."

In Tennessee, more than 50 of the state's 95 counties had power outages. Weary line crew workers wrestled with the fallen trees, snapped power lines, broken electric poles, assisted by the Tennessee National Guard. Main

lines were put up first, then rural areas were restored, after debris was cleared from the roads. And IBEW members were right in the thick of things, hauling, sawing, clearing, and restoring, to help residents cope with what most local officials are calling "the ice storm of the century." ❏



# Seventh District Organizing COUP

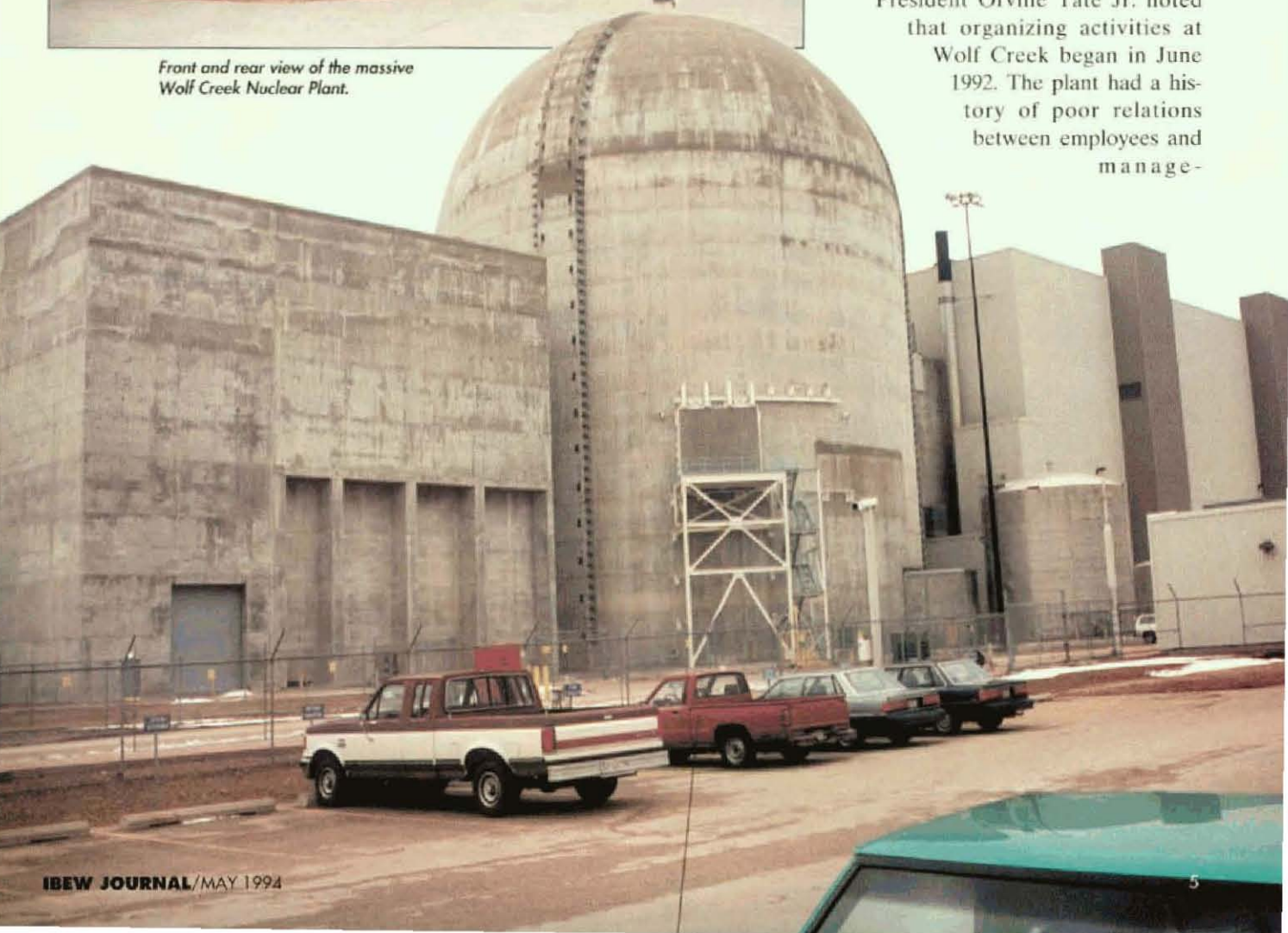
## Wolf Creek Nuclear Plant Votes in Union

February 10 and 11, 1994, were important and memorable days for the IBEW. They were the days that the National Labor Relations Board held an election for the Maintenance, Operations and Technical employees of the Wolf Creek Nuclear Plant to be represented by IBEW Local 304, Topeka, Kansas. And the employees opted to unionize—by a vote of 172 to 111. This victory marked the first time the IBEW had organized a nuclear power plant by other than accretion or recognition. The campaign was led by Seventh District International Representative Jon Gardner, with the assistance of International Representatives Duane Nordick and Steve Moulin.

In a retrospective look at events which led to the organizing victory, Seventh District International Vice President Orville Tate Jr. noted that organizing activities at Wolf Creek began in June 1992. The plant had a history of poor relations between employees and manage-



Front and rear view of the massive  
Wolf Creek Nuclear Plant.





# Seventh District Organizing COUP



Posing with employees in front of the Wolf Creek Generating Station after a successful organizing campaign, are Representative Gardner (left); Representative Nordick (second from the left); and Business Manager Fisher (right).

ment, and a consultant had been hired by management to come up with a plan to improve relations. Representative Gardner initiated a tough campaign to organize the group, but when an election was held in December 1992, the IBEW received just 47 percent of the vote. The organizing team did not give up. Instead of abandoning the employees who voted for union representation, Representative Gardner maintained contact with them, working diligently to build majority support for union representation.

During this period, Wolf Creek management hired a new Chief Executive Officer, N. Carns, who assumed responsibility for managing the plant. Carns had had prior experience with the IBEW in Arkansas and Pennsylvania. In accordance with the recommendation of the consultant, the company instituted an employee involvement program—The Quality Circle—pat-

terned after a plan already in place at one of the owner companies, Kansas City Power and Light. With this new program, the company also announced its intention to reduce the work force. Union supporters were worried about possible layoffs and wanted to shelve the organizing campaign until after layoffs took place.

Undaunted, Representatives Gardner and Nordick continued to gear up for another campaign. They obtained staffing information from a sister nuclear plant—Callaway—and convinced the Wolf Creek employees that the excess staffing was in management positions, rather than in the positions of the prospective bargaining unit, and having a union was the best possible protection if layoffs did occur.

As the campaign got underway, the company moved into action. Management intensified meetings with individual employees and departments,

and established, under the guise of The Quality Circle, a cooperative program to resolve problems and concerns raised by employees at various meetings. Employee Committees were to be given credit for finding solutions to the various problems and concerns.

Substantial improvements in shift differential and merit pay systems were announced. The company also announced changes to the medical plan, allegedly recommended by a focus group, which included prospective bargaining unit employees. The changes were advertised as a "savings of \$845,000." Another proposal was the elimination of a vacation sell-back benefit and 10-hour work schedules. The company ran a formidable campaign, and did its best to develop a program designed to treat employees as if they had all the benefits of a union without "interference from an outside third party."





*Some of the employees at the recently unionized Wolf Creek Nuclear Plant, represented by IBEW Local Union 304, Topeka, Kansas.*

While the IBEW Organizing Team endorsed the concept of employee empowerment, they strongly emphasized the necessity of having a union which will provide employees the legal status to protect themselves against unilateral changes in company policies, and to bring all matters affecting wages, benefits and working conditions under the umbrella of collective bargaining. The team convinced the employees that the focus group had been manipulated by management and the purported "savings" were actually a transfer of additional costs from the company to the employees.

After another election date was scheduled, the IBEW Organizing Team instituted a novel and innovative strategy, which involved surveying employees to ascertain who wanted to be involved in collective bargaining, employee representation, and employee empowerment activi-


ties while their union was being established. Approximately 40 employees volunteered. Two interactive training sessions were conducted. The first dealt with the legal aspects of collective bargaining and the legal employee empowerment associated with having union representation. Key court decisions were analyzed on matters of bargaining, the right to bargain, the right of discovery as compared to the employees' current status as "employees at will." Also taught were the basic techniques of one-on-one communication.

"Win-Win" bargaining techniques and employee empowerment programs, as well as an instructional video on the concepts of Win-Win bargaining, were covered in the second training segment. Two bargaining exercises were conducted, giving employees in-depth knowledge of the bargaining and employee representa-

tion process. Employees were then asked to survey each co-worker in their respective departments regardless of their union sentiments to determine what issues were important to them, and explain how having a union could help resolve their issues. Employee feedback from this activity was very useful, as it piqued the interest of the undecided.

Election Day arrived. The votes were cast, and the IBEW won!

Following the election, the employees reported that the key factors which weighed heavily in their decision to unionize were the training, knowledge and hands-on experience they received from the IBEW Organizing Team, which was valuable in discussing issues in the plant.

Congratulations to the Seventh District IBEW Organizing Team, which did an outstanding job, and was victorious. 



## A Legislative Round Up

The following is a summary of some of the important pieces of legislation the IBEW is tracking in the U.S. Congress and in Parliament in Canada. These pieces of legislation will impact all IBEW members, so all members should find out how their elected representatives plan to vote.



### ERISA Preemption

**H.R. 1036 in the House**

**S. 1580 in the Senate**

The IBEW strongly supports this legislation. H.R. 1036 passed the House of Representatives by a vote of 276 to 150 on November 9, 1993. And S. 1580 is awaiting action in the Senate. The measure died at the end of the 102nd Congress, and was re-introduced this session. The legislation has the support of the Clinton administration.

The idea behind these complicated sounding bills is simple: to make sure that state laws requiring the payment of prevailing wages, regulating apprenticeship training and employment, and state laws providing for liens or bonding for collection and payment of employer responsibilities are not voided by the federal Employee Retirement Income Security Act—"ERISA."

The language in ERISA which pre-

empts state laws was passed by Congress to protect employee benefit plans from multiple—and possibly conflicting—government regulation. Congress did not intend to take away states' power to set the terms under which the states contract for public works projects, goods and/or services.

Here is how preemption has hurt workers:

■ **Prevailing Wage**—Most states' prevailing wage laws, which require all contractors on certain government-sponsored construction projects to pay their employees the community's prevailing wage, base their community wage calculations on both pay rates and benefits. The benefits include health and welfare as well as pension contributions the employer makes on behalf of the employee. Because pensions and benefits are regulated by ERISA, some courts have ruled that those state prevailing wage laws aren't valid. In other words, the contractors don't have to pay the prevailing wage, and are free to undercut responsible, safety-conscious employers.

■ **Apprenticeship Training**—In 1937 Congress passed the National Apprenticeship Act, known as the "Fitzgerald Act." The law split the responsibility for regulating apprenticeships between the states and the federal government, allowing the states to set the standards for apprentices. Courts have held that ERISA preempts these state standards, so contractors on state projects don't have to abide by state apprenticeship and employment standards.

■ **Liens and Bonding Laws**—All 50 states have laws allowing workers to secure payment for work they've done in the course of constructing or repairing a building. Lien laws are an important means for unions and employees to collect delinquent employer contributions to multi-employer pension, health and

welfare funds. And without liens it is far too easy for a fly-by-night contractor to skip town and not pay his or her workers' wages and benefits. And again, because ERISA regulates pensions and benefits, some courts have ruled these lien laws are invalid, leaving hundreds of thousands of workers at risk.

The ERISA Preemption legislation pending before Congress would simply make sure that state laws designed to protect workers' wages and workers' rights are left in place. ERISA is an important law, one intended to benefit workers. With the passage of S. 1580, it will continue to do so.

### Canadian Budget To Slash UI and Defense

It looks like the Canadian Unemployment Insurance system will be the biggest casualty in the budget announced in Ottawa February 23. No new taxes were proposed, but under the plan, workers will have to work longer to qualify for UI benefits, benefits will not continue as long, and the amount of the benefits will be cut for most claimants. Billions of dollars of cuts are planned for defense as well.

The Liberal government of Prime Minister Jean Chrétien is facing a massive federal debt of over 500 billion Canadian dollars. He and his Finance Minister, Paul Martin, have pledged to reduce the deficit to 3 percent of Gross Domestic Product within three years. The party bases its projections on an assumption of a 3





percent growth rate in the economy. Unemployment is expected to remain stubbornly high, however: 11.1 percent for this year and 10.8 percent for next year.

According to Toronto *Globe and Mail* reporter Geoffrey York, writing in a February 23, 1994, article, "About 85 percent of the unemployed [who seek UI benefits] will lose money as a result of the [budget] reforms.... Indeed, measures that will affect unemployed Canadians represent almost a third of all spending cuts in Ottawa's plan to slash the deficit." The government is looking to further cut the UI system in 1996 and 1997.

The budget also calls for massive defense spending cuts of over 7 billion Canadian dollars over the next five years. Four military bases are slated to be closed, large projects (like the military's proposed EH-101 helicopter) are on the chopping block, and 16,500 Canadian Forces jobs are set to be cut—including 8,100 military jobs, and 8,400 civilian employees. The bases planned for closure are located in Chatham, New Brunswick; Cornwallis, Nova Scotia; and Ottawa and Toronto, Ontario. Two military colleges and four military stations are also expected to be closed.

Additional highlights of the budget include: a foreign aid cut of 2 percent, a public service salary freeze extension for two more years, a cut in government-funded science projects, some tax restructuring, increased spending on literacy and youth programs, and an extension of the program to aid Atlantic fishermen.

### OSHA Reform

H.R. 1280 in the House

S. 575 in the Senate

These bills, supported by the IBEW, beef up the powers of the U.S. Occupational Safety and Health Administration to provide a safer work environment for workers. The legislation, currently pending in both houses,

is also supported by the Clinton administration.

The bills require employers with more than 11 employees to set up joint labor-management safety committees to review safety and health practices at the company. They require OSHA to investigate accidents possibly caused by potential safety violations within 24 hours. The bills require that OSHA set

new safety standards within a year, in cases where new standards are needed. And the bills impose tough penalties on unsafe employers.

This legislation is another holdover from the last Congress. And for workplaces to become safer, a critical issue for all workers, these bills must pass this session.

*(Continued on Page 11)*

## OSHA Reform: Myth Vs. Reality

The following piece on OSHA reform was prepared by the AFL-CIO's Department of Occupational Safety and Health.

**MYTH:** *OSHA reform will cripple the economy by saddling business with excessive costs. It will cost private businesses at least \$62 billion each year.*

**REALITY:** The \$62 billion figure is from a study sponsored by business groups that adamantly oppose OSHA reform and every other piece of labor legislation. The study is based on a survey of trade associations, and contains numerous unsupportable assumptions.

But apart from wildly exaggerating the costs associated with the measures contained in OSHA reform, this argument fails to acknowledge the fact that worker injuries and illnesses themselves are extremely costly. According to the National Safety Council, in 1992 workplace injuries and fatalities cost employers \$115 billion in Workers' Compensation, medical costs, lost time and lost productivity. This does not include the costs borne by workers or the costs of occupation illnesses.

Companies that have implemented measures similar to those

proposed in OSHA reform have reduced injuries and illnesses and saved considerable amounts of money. For example, John Deere Company of Moline, Illinois, saved \$32.2 million in Workers' Compensation costs through the implementation of a comprehensive safety program. Tile Technology Roofing in Tacoma, Washington, reduced its Workers' Compensation premiums by more than 18 percent in one year by holding weekly safety and health meetings, coordinating worker training, and instituting written safety and health policies. In Oregon joint safety and health committees and other measures helped save employers \$1 billion since 1990 in Workers' Compensation and other costs.

More importantly, it is wrong to view the issue of worker safety and health only in financial terms. Millions of workers and their families have suffered and continue to suffer because of job injuries and illnesses. It is impossible to put a price tag on the value of preventing this human hardship.

*(Continued on Page 10)*



# ISSUE \* WATCH

Tracking Issues in Washington and Ottawa

(Continued from Page 9)

**MYTH:** *OSHA reform is really an attempt at labor law reform. Unions will use the joint committees required in OSHA reform to organize workers.*

**REALITY:** Joint safety and health committees are a central part of OSHA reform because they have a proven track record and long history of effectiveness in bringing workers and management together in a constructive manner to address job hazards before injuries, illnesses, and fatalities occur. The heads of the Washington State Department of Labor and Oregon OSHA, which have required joint committees for many years, testified that safety and health committees have not been used by unions for organizing purposes in their states.

The Management Co-Chair of the Ontario Workplace Safety and Health Agency, Robert McMurdo, a former construction industry executive, testified that in Ontario, where joint safety and health committees are also required, there was no evidence that such committees had led to unionization. Requirements for joint safety and health committees have also been adopted in states like North Carolina, Tennessee, Florida, Montana, and Nebraska.

**MYTH:** *There is no proof that the measures proposed in OSHA reform will actually work. Congress should not enact legislation without knowing its effectiveness.*

**REALITY:** The growing number of states enacting measures similar to those contained in OSHA reform is proof positive that these measures work to reduce injuries and illnesses and their related costs. Eleven states currently require employers to have safety and health programs. Twelve states require joint safety and health committees under their state OSHA or Workers' Compensation laws. In Oregon employers have saved over \$1 billion in Workers' Compensation and related costs since requirements for safety and health committees and other reforms were enacted in 1990. In Ontario province in Canada, joint com-

mittees have been required for several years. Studies have

shown that the committees are effective in addressing workplace hazards and preventing injuries and illnesses. Ontario has a far lower workplace fatality rate than the United States.

**MYTH:** *Legislative reform is not needed. OSHA could pursue these measures on their own if they wanted to.*

**REALITY:** It has been 23 years since Congress enacted the Occupational Safety and Health Act. Since that time, two million workers have died from job-related injuries and occupational disease. The injury and illness rate increased sharply in 1992 and now is at its highest level in more than a decade. At current rates, another worker is killed, injured, or diseased on the job every 5 seconds. Clearly there is a need for greater measures to protect worker safety and health.

While OSHA could pursue some of the initiatives contained in OSHA reform administratively, other reforms—such as the extension of coverage to public employees and mechanisms for quicker abatement of hazards—require legislative reform. After 23 years, it's time for Congress to review and update the OSH Act, which has not been significantly amended since it was first enacted in 1970.

**MYTH:** *OSHA reform forces a one-size-fits-all requirement onto businesses without allowing them to adopt a program to their particular needs. The requirements for programs and committees are inflexible and inappropriate for the wide variety of workplaces.*

**REALITY:** Contrary to this claim, OSHA reform actually provides a great deal of flexibility to employers in meeting the requirements for safety and health programs and committees.

The committee requirements in the bill vary based on the size of the employer. Employers with 10 or fewer employees are not required to have a safety and health committee unless the Secretary of Labor determines otherwise. One worker representative is authorized for employers of 11-50 employees; two worker representatives for employers of 51-100 employees;

with a maximum of 6 worker representatives in even the largest workplaces.

In addition, the House bill explicitly authorizes alternative mechanisms for employee participation with the approval of the Secretary of Labor.

The safety and health programs required under OSHA reform are flexible and will vary according to the hazards present at a particular workplace. OSHA reform requires that all employers have a method for identifying and correcting hazards, for training workers, and other general elements. However, the manner in which the employer accomplishes these requirements is up to the employer and the safety and health committee. And the extensiveness of the program will depend entirely on the number and type of hazards present in a particular workplace.

**MYTH:** *Instead of imposing sweeping new requirements on all businesses, the legislation should provide incentives for employers to implement greater safety and health protection. We should reward employers for doing the right thing, not slap new requirements on all employers across the board.*

**REALITY:** Employers supposedly have an incentive now to prevent injuries and illnesses, through the Workers' Compensation System, under which employer premiums vary depending on the number of workers who make Workers' Compensation claims for work injuries and illnesses. Yet too few employers have taken action to reduce Workers' Compensation costs by improving safety and health in the workplace, despite the significant financial incentive for doing so.

Incentives should be used to encourage employers to undertake initiatives above the floor of what is required under the law. The virtual epidemic of injuries and illnesses in the workplace demonstrates that there is a pressing need to raise the floor for all businesses. Furthermore, an incentive—and voluntary-based approach would make more sense if employers were currently complying with the law. Yet three-out-of-four companies inspected by OSHA are not in compliance with the law.

The voluntary approach was a key



component of the Reagan and Bush philosophy toward workplace safety and health. The legacy of the Reagan and Bush years is the highest injury and illness rate in 13 years, according to the Bureau of Labor Statistics. This hardly supports adopting the voluntary/incentive approach into law.

**MYTH:** OSHA reform vastly expands criminal liability for violations of the act. This is a fundamental shift away from the OSH Act's primary purpose of bringing about quick abatement of hazards.

**REALITY:** The current criminal penalty provisions in the OSH Act fail to provide a meaningful deterrent to flagrant and willful violations of the law. Criminal penalties are limited to cases where a willful violation of the OSH Act results in a fatality. The maximum criminal penalty for a work-related death—six months in jail—is less than the criminal penalty for harassing a wild burro on federal lands—one year. Seven times as many people have been jailed for harassing wild burros than for violations resulting in worker deaths.

OSHA reform seeks to enhance existing criminal penalties to bring the OSHA penalties more in line with other laws. OSHA enforcement would still be primarily civil in nature; however, the agency would have the authority to pursue meaningful criminal penalties in those cases where it is warranted. Even with the tougher criminal penalties in OSHA reform, maximum criminal penalties for violations of the OSH Act—10 years in prison—will still be less than for violations of environmental laws, which carry a maximum prison term of 15 years.

In addition, the OSHA reform bill would permit criminal prosecution only in those instances where a willful violation of a standard resulted in death or serious bodily injury. Many other federal regulatory statutes, including the Mine Safety and Health Act and numerous environmental laws, permit criminal prosecution for any willful violation of the law, regardless of whether harm results from the violation.

**MYTH:** OSHA reform would change OSHA's approach to standard setting

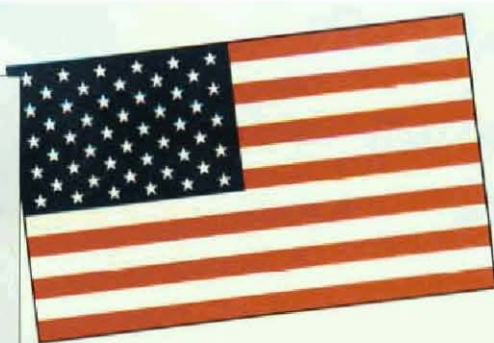
by prohibiting OSHA from taking the cost of standards into account. OSHA reform would require OSHA to set standards so that only one worker in a million suffers harm—an excessively strict standard that will result in huge financial costs to employers.

**REALITY:** OSHA is currently required, and would continue to be required, to assess the cost impact of its standards on regulated industries, and would be prohibited from promulgating standards that would cause serious displacement of business. What OSHA reform seeks to do is require OSHA to follow the same rules when setting safety standards as OSHA does when setting health standards; meaning that OSHA would be required to establish the most protective regulations *feasible* for both health and safety hazards. The cost impact of the regulations on business must be considered by OSHA in making its feasibility determinations.

Furthermore, OSHA reform *allows*, but does not require, OSHA to set standards for cancer hazards to protect against worker deaths in excess of one death per million exposed workers. This is the same level of risk for cancer hazards that Congress adopted under the Clean Air Act in 1990, and is the same level that is used by the Environmental Protection Agency in regulating cancer-causing pesticides. OSHA could only limit the risk of cancer to this level if the standard was economically and technologically feasible.

**MYTH:** The business community has been shut out of the process and their current concerns have been ignored.

**REALITY:** Nothing could be further from the truth. At least three dozen representatives of business or trade associations have presented testimony to both the House and the Senate Labor Committees. Business groups met with the Department of Labor task force that reviewed OSHA reform. The views of the business community have been heard. The problem is that the business community has failed to come forward with constructive proposals, and instead has taken a position in opposition to virtually every aspect of OSHA reform. ■



(Continued from Page 9)

## Workplace Monitoring

H.R. 1900 in the House

S. 984 in the Senate

Also a holdover from the 102nd Congress, this IBEW-supported legislation proposes to prevent abuses of electronic monitoring of employees by their employer on the job.

The bills, awaiting action in both the House and Senate, require employers to notify employees prior to electronically monitoring their work. Employees would have the right to know how their computer, telephone, or other work will be monitored. And employees have the right to sue if they believe their rights under the bills are violated.

Although there is wide-spread Democratic support for these bills, there remains considerable Republican opposition.

## What Can You Do?

The most important thing working-people can do is to stay informed. Keep in touch with your local union and with the office of your elected officials. If you don't speak directly to the official him or herself, keep track of to whom you do speak when you call your Representative's, Senators', or Member of Parliament's office. If they were helpful, ask to speak to that person the next time you call. Go and meet your elected officials and their aides in Washington, Ottawa, or in the official's field office. Remember, these issues impact your life, they may even save your life. So, make your voice, and your vote count. ■







## Canada's Health-Care System: Still A Precedent

### The Beginnings of a Health Policy in Canada

Canada's health-care policy, prior to Confederation in 1867, was not an organized health-care system. And aside from local communities which had the authority to set up their own health boards, very few medical care policies existed to address the health needs of Canada's population. Excerpts from the *Canadian Encyclopedia* (Second edition, Volume II), on the history of how Canada's health policy was created, states that community hospitals and doctors were pressed to create health-care solutions by epidemics such as an outbreak of cholera in 1832. It wasn't until 1834 that formal legislation (the Public Health Act), authorizing provincial health boards, was passed by the Parliament of Upper Canada. Not many provinces complied.

Nearly 50 years later—during which time a smallpox epidemic erupted—amendments to the Public Health Act compelled local governments to set up health boards and impose sanitary regulations. The *Canadian Medical Association (CMA)*, established the same year as the Confederation by 167 doctors in Québec City, called for strong public health measures, safe water and the immediate reporting of contagious diseases. Doctors were required to inoculate all Canadian citizens, and place under arrest those who refused treatment. In 1882 the Ontario legislation established a provincial board of health.

Subsequently, other provinces com-

plied, although not eager to join the plan. This, of course, led to considerable tension between provincial governments and provincial medical associations. The spectre of "state medicine" with the governments as payors, and doctors as "payee civil servants" hampered agreement between the two. Nevertheless, a medical-services insurance plan was adopted and backed by the government. Still, it met with fierce opposition by the British Columbia and Saskatchewan medical professions, both of which operated public, universal hospital-insurance plans. Eventually, they criticized a plan that would only allow doctors to collect their fees solely from the government. This resentment prompted 90 percent of the doctors to close their offices in protest. They won the right to bill patients, if they wished, and to charge more than would be reimbursed to the patients under the provincial plan. Thus, extra billing became popular in the medical profession.

In 1965 Prime Minister John Diefenbaker appointed Justice Emmett Hall, chairman of a royal commission on health services, to study the existing plan. The service at that time covered only 50 percent of Canadians, and pressure was mounting for a nationwide program to protect people from catastrophic health-care costs. Hall recommended in his two-volume study on health-care services, that it would be more feasible for all of citizens of Canada to receive health-care under a national program he called "Medicare." The

report also cautioned that "extra charges to patients constituted a barrier to accessibility to medical care that was contrary to the principle and spirit of Medicare, and that charges by doctors or hospitals would lead to a two-tier system, with different standards of care for those who could pay and those who could not."

Necessary legislation for Canada's national health-insurance program (Medicare) was passed just before the close of 1966. It was designed to ensure that every resident of Canada receives medical care and hospital treatment—the cost of which is paid through general taxes or through compulsory health-insurance premiums. It is a single-payer, health-care system, administered separately in each province, and supported by the government, which pays the province for all health-care services. A health ministry, set up in each province, then pays the health-care bills directly—hospitals receive a budgeted amount each year, and doctors are paid a stipulated fee for each service. Each citizen has a health-care card which is accepted by any doctor or hospital throughout Canada, with no extra billing. The patient pays nothing for any service.

Medicare was developed in two stages. The first was the *Hospital Insurance and Diagnostic Act of 1957*, which gave the Canadian government the authority to enter into agreements with the provinces to establish a comprehensive, universal plan covering acute hospital care and laboratory and radiology diagnostic services. The second stage was the passing of the *Medical Care Act of 1966*, which extended health insurance to cover doctors' services. The federal government offered to share costs of a Canada-wide plan,




on a grant-in-aid basis, on the condition that the provinces join in. By mid-1957, eight provinces agreed; by 1961 all provinces had hospital plans in operation and 99 percent of the population was covered. And by 1972, the territories assented.

While the CMA supported Medicare, conflict among the some practitioners in the association, the federal government and provinces remained. The cause: the practice of extra billing was under scrutiny. Patients treated under the Medicare plan were still billed directly because they had their own insured services. Doctors were paid by federal and provincial mandate, and by patients. This standard was continued by some until the 1980s, when legislation banning extra billing was introduced. But in 1986, the Ontario Medical Association opposed it by staging a 25-day strike. The strike received little notice or support from the medical profession and the general population, and the doctors lost. Despite the opposition and disturbances in the early strikes of 1960 and 1980, the Canadian Federal Parliament incorporated the national plan in the *Canada Health Act of 1984*.

While the Medicare system has suffered over the past few years from the

effects of the recession in Canada, and from the dismantling policies implemented by the conservative government of Brian Mulroney during the 1980s, it is considered, by union and nonunion participants alike, to be the best working health-care system today. CMA is now a voluntary feder-

ation of 10 autonomous provincial medical associations, united at the national level and represents more than 55,000 English- and French-speaking physicians across Canada—all in concert with the spirit of the national plan: health-care for all Canadian citizens. 





# Against All Odds

## Twelfth District Organizing Victory

### TOP FIVE EXCUSES PEOPLE USE TO NOT ORGANIZE

5. "We don't have the staff."
4. "This is a Right-to-Work state—It's too hard here."
3. "Regular union business is too important."
2. "We can't afford it."

And the number-one excuse people use to justify not organizing:

"The International should do it for us."

Enough with the excuses. In the Twelfth District of the IBEW, as in many of the other Vice Presidential districts around the United States and Canada, local unions are throwing away the excuse list and are getting down to the business at hand—organizing the unorganized.

Winston-Salem, North Carolina, is definitely not the most union-friendly town, but don't tell that to Local 342,



Protesting an Unfair Labor Practice, Local 342 members walk the line. They are, from left, Don Bailey, Recording Secretary Clark Ackison, Thomas Biggs, David Cobb, Roger Stewart, and Executive Board Chairman Donald Burnside Sr.



Director of Construction Organizing James Rudicil (right) leads a COMET class for Local 342 members.

Winston-Salem, Business Manager-Financial Secretary Gary Maurice. With the help and support of the International Office, the other Local 342 officers, and of course, the local's membership, Brother Maurice has been able to put together an impressive string of organizing victories.

Following the plan outlined by the I.O., Business Manager Maurice, despite his lack of additional organiz-

ing staff support, has held employers accountable to the National Labor Relations Board—filing 11 Unfair Labor Practice charges with the board last year alone, gotten authorization cards signed, and brought on elections. The results have been substantial: increased local union membership, new contractors signed up (the latest being Piedmont Electric, signed up after a successful "salting" campaign), and a settlement agreement in excess of \$12,000, shared by 30 Local 342 members.

Business Manager Maurice credits the success of International President J.J. Barry's organizing plan in Winston-Salem with achieving the cooperation and participation of the local union membership. "They are the key," he said.

Clearly, organizing wasn't easy for Local 342; it's not easy for any local. It takes hard work, planning, persistence, and the kind of tenacity Local 342 members have demonstrated. But to the members sharing their \$12,000 settlement, to the new members enjoying the benefits of union membership, and to the old members experiencing increase power at the bargaining table, the fruits of organizing victory are sweet indeed.

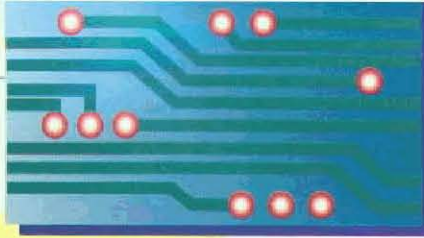


Local 342 Business Manager Maurice (right) at the local's organizing class, stands with some of the Local 342 members who shared the \$12,000 settlement.



Some of the Local 342 members who participated in the local's COMET class.





## TECH TALK

# A Strike of a Different Type: LIGHTNING

**L**ightning is a high-voltage electrical spark that takes place in the earth's atmosphere and on other planets as well. The occurrence of lightning in thunderstorms is due to vertical air motion, condensation, and development of precipitation. These factors cause positive and negative electrical charges in cumulonimbus clouds to separate. Cumulonimbus clouds, which are usually a few miles long, produce a spark caused by an accumulation of the positive and negative electric charges within the cloud. This occurs during thunderstorms, some snowstorms, dust storms, or in the clouds containing volcanic ash produced by volcanic eruptions. The average lightning discharge could keep an average air conditioner working for about two weeks from an energy level of 280 kilowatt hours.

Besides sending a flash of light through the skies, lightning has a role in accelerating rain and snow formation, supplying energy to tornadoes, and in the fixation of atmospheric nitrogen. Lightning has produced fires which destroy forests and buildings. Some experiments even suggest that, in the early days of earth, lightning may have had a role in the synthesis of organic chemicals.

### How is Lightning Formed?

A thunderstorm is a short-lived storm that has dense rain clouds called **cumulonimbus clouds**, which are heavy and dense with considerable height. Cumulonimbus clouds look like mountains or huge towers and are usually accompanied by thunder and lightning. The base of the cumulonim-

bus cloud is usually dark because of its great depth. On the basis of altitude, these are classified as low clouds found at heights of 0 to 6,500 feet.

Thunderstorms occur when warm moist air near the ground becomes buoyant and rises to meet an unstable atmosphere. As the warm air rises, it produces small, fair-weather cumulus clouds that form and dissipate without making rain or electric discharges. As time passes, these clouds may increase in size and strength. Several clouds may merge, forming a larger cumulonimbus cloud that could produce rain and lightning.

Since the cumulonimbus cloud is large and high, strong updrafts carry cloud particles and raindrops to its cold upper regions. When the water and ice particles interact within the cloud, the electric charge is separated into positive and negative charges. Usually, the upper regions of the cloud have a concentration of positive charge. The central and lower regions of the cloud have the negative charge. The regions of charged particles within the cloud are the source of the lightning. A lightning discharge occurs when the gathering electric charge has become suitably large. During a thunderstorm, lightning can occur within the cloud, between clouds, between clouds and air, and from clouds to the ground.

The mass of some clouds is only 1.5 to 2 miles high. Others cloud forms can reach altitudes

of up to 12.5 miles. Clouds such as these can produce electrical discharges of more than 1,000 flashes per minute. An average thunderstorm produces 5 to 10 flashes per minute and usually has an altitude about 6 miles high. The powerful updrafts and downdrafts that are produced inside the cloud move at about 15 feet per second in small storms and more than 200 feet per second in very large storms. Sometimes there is a layer of highly charged particles on the outside of the cloud.

A negative charge is brought to the cloud's surface by a conduction current in the air surrounding the cloud. The electrical field of the cloud attracts a negative charge from the ground and a positive charge some distance away because the earth is also a conductor of electricity. The electrical field at the tops of high points such as trees and buildings is so high that an ionization process called **point discharge** takes place. This is primarily the flow of positively charged current from these high trees and buildings. Under very intense fields, this discharge is seen as a bluish glow known as **St. Elmo's Fire**. At other times it is invisible.

Frictional contact, freezing, melting, drop breakup, inductive charge transfer, and ion attachment are the factors

**FIGURE 1.** The Probable Distribution of the Cumulonimbus Cloud Charges.







A cumulonimbus cloud.

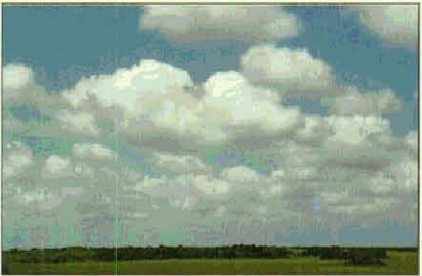
Photos courtesy National Oceanic and Atmospheric Association



Cirrus clouds.



Cirrus patches.

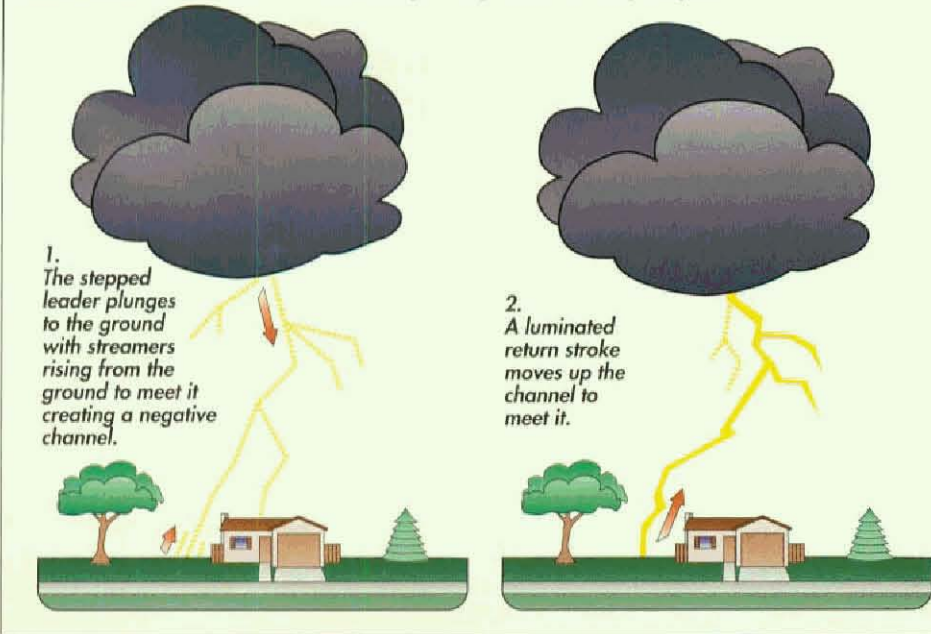


Cumulus clouds.



Thin altocumulus clouds.

**FIGURE 2.** The Cloud-to-Ground Lightning Event Is Very Rapid.



that produce charged particles. These particles can vary in size from electrons and molecules to dust and cloud particles in raindrops, snowflakes, and hailstones. Meteorologists do not know the importance of these processes as they relate to actual storms because it is difficult to take measurements inside of thunderstorms. Gravitation, electrical forces, and strong air currents are apparently the cause of the accumulation of electrified particles into regions in clouds. A chain-reaction process that produces charged molecules and free electrons in large quantities starts a dielectric breakdown of the intense electrical fields. **Dielectric** refers to a non-conductor of direct electric current. The lightning is generated near

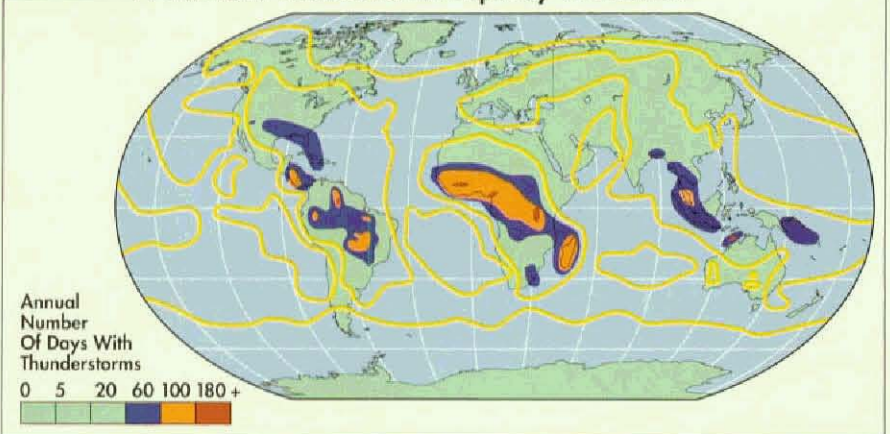
these accumulations of electrical charge. This creates a highly conductive path for lightning.

### How Does Lightning Strike?

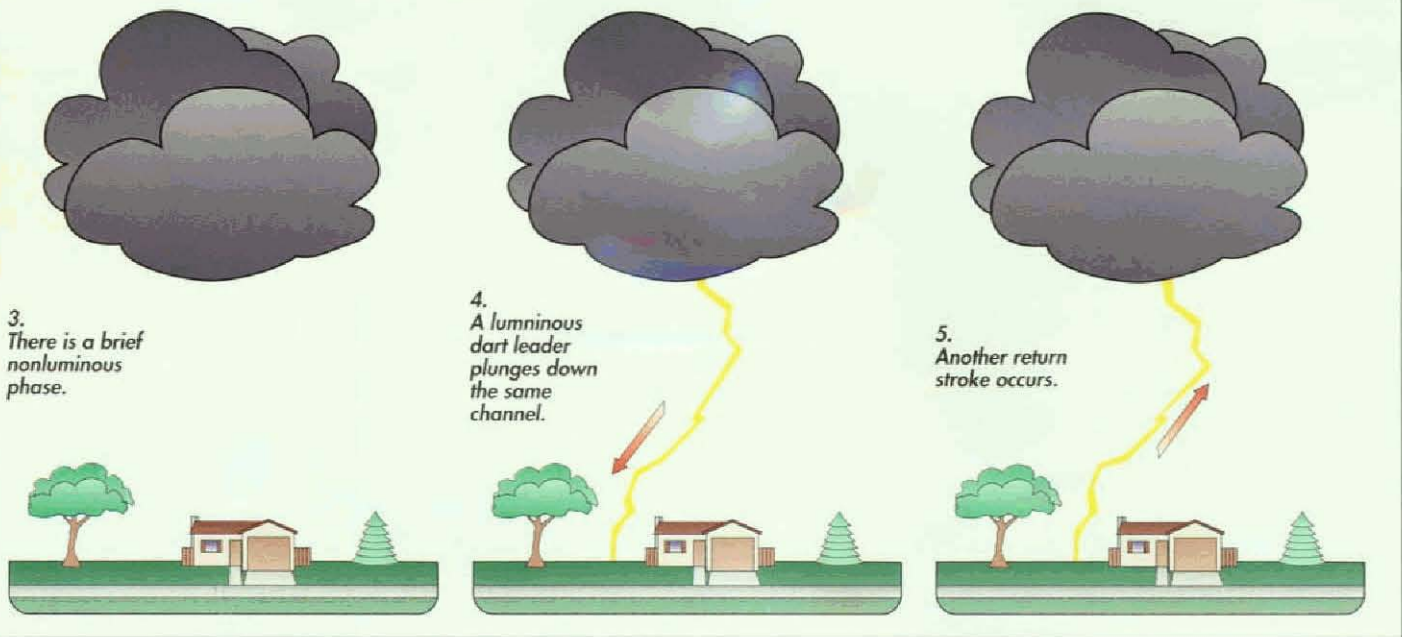
Most lightning discharges occur unseen within the cloud or occur from cloud to cloud. Lightning discharges that are from cloud to ground make up one-third of all the discharges. Cloud to ground discharges are the most hazardous to people and objects on earth.

It begins with the electrical breakdown between the positive charge region and the negative charge region, as shown in Figure 1. The result of this breakdown is a lightning event characterized by a **stepped leader** which

**FIGURE 3.** Patterns of Thunderstorm Frequency Worldwide.







appears below the cloud base and disperses downward in a succession of steps (See Figure 2). The leader channel or path has a negative charge. When the end of the leader gets to within 100 feet of the ground, the electric field becomes large enough to emit one or more upward connecting discharges. These usually emanate from trees or other high objects. This upward discharge is called a **streamer**. When the downward stroke and the upward stroke meet, the first **return stroke** begins.

The heavy surge of current causes a sudden luminosity. This is the bright flash seen by the eye or recorded in photographs of lightning. All of the stages in the lightning event take place in about half a second. The lightning event may or may not end with the first stroke. Another region of luminosity may move from the cloud to the ground. This is called the **dart leader**. It moves along the same path as the first stepped leader without branching. Another return stroke occurs after the dart leader has reached the ground. Although some lightning events may end with one stroke, there may be 3 to 20 return strokes. The strokes may strike the ground in several different places. The lightning event occurs so quickly that the flash seems to flicker because the human eye cannot perceive the interval between the strokes.








Discharges that are initiated at the ground and propagate upward to a charged region of the cloud are rare, but do occur. This happens most often with tall structures or towers on hill-tops. Cloud-to-cloud lightning is also rare. Most lightning events occur within the cloud. When such an event does occur, the cloud becomes luminous for about 0.2 second. The light from the lightning inside the cloud becomes so scattered by particles inside that from the outside the cloud appears to be uniformly illuminated. This effect is sometimes called **heat lightning** or **sheet lightning**.

## Lightning Protection

The National Fire Protection Association has acted as sponsor of the *National Electric Code* since 1911. The code is purely advisory, but may be used for law and regulatory purposes in the interest of life and property protection. The code contains provisions that deal with protecting structures from lightning strikes. The *National Electrical Safety Code*, published by The Institute of Electrical and Electronics Engineers, Inc., also covers basic provisions that safeguard life and property from the hazards of lightning.

Academics, engineers, and those in the electrical industry sometimes dif-

fer in their views about lightning protection. These different views are due to the difficulty of measuring and theoretically modelling a lightning event. Ongoing worldwide research is being conducted to gain a complete understanding of lightning. Several methods may be used to protect electronic systems in structures. They are:

-  A lightning rod should be used to capture the lightning strike to send it to a preferred and known point;
-  One or more downconductor systems should be installed to convey the strike to ground in a safe manner;
-  An effective grounding system should be installed and maintained so that the discharge goes into the earth;
-  Surge reduction filters, line conditioning equipment, and uninterruptible power supplies should be installed to protect all power lines that enter the structure from transients and surges.
-  All incoming datalines and signalling lines should be protected from transients and surges by installing high speed protection components and correct grounding of cable shields.
-  Ground loops can be eliminated by careful planning and the creation of a single grounding system. 



## LOCAL LINES



Local 1, St. Louis, MO, Bro. Bob Schad has retired following 44 years of service with the local. He served as business representative for the last 19 of those years.

### BRO. SCHAD RETIRES

L.U. 1 (i,em,spa&rts), ST. LOUIS, MO—Bus. Rep. Robert Schad retired on April 1. Bob began his four-decade career in the electrical industry as a summer helper in 1950 and was indentured into his apprenticeship in 1951. He has served the IBEW continuously since that time, interrupted only by a two-year tour of active duty in the U.S. Army from 1953 to 1955.

Bro. Schad's family ties to the IBEW span three generations in the Schad family, and by marriage, four generations in the Weller family. The Schad and Weller families are true to the IBEW tradition.

Bob was elected to the position of teller in 1970 and to the Examining Board in 1972 and 1975. He was appointed to the business manager's staff in 1975 and in 1978. His territorial districts have included the city of St. Charles and the area north of Highway 70 in St. Louis County. For the last seven years, he was assigned the city of St. Louis. Contract responsibilities have included the *Post Dispatch*, Kaemerlen Parts and Service, and PCI Filtration. He also served as a trustee on the Market Research Fund.

Bus. Mgr. Bresnan expresses his appreciation to Bro. Schad for his dedication and service to the organization over the years and extends his best regards for a long and healthy retirement. We all wish him much happiness in the years ahead.

We are saddened to report the following member deaths: Charles F. Rohn, James H. Ziegler Sr., John J. Tobin, John J. Pairn Sr., Raymond E. McKinney Sr., Leon F. Skornia, Richard T. Woodson Jr., Earl W. Moncrief, Edwin P. Keith, John F. Neidergerke and Lester Schmidt. Our condolences go out to the families of each of these Brothers.

ROBERT EGAN, P.S.

### MEMBER ASSISTANCE PROGRAM

L.U. 9 (o,u,catv&govt), CHICAGO, IL—The workplace and the home each have an effect upon the other. Problems from the workplace find their way into our home lives, and the problems we encounter with our families have an effect on our performance at work. Personal problems affect everyone. Working people may face such problems as: chemical dependency, stress, divorce, death of a loved one, health concerns, financial difficulty, and family and relationship problems.

The trustees, the union and your employer are concerned that Local 9 members get fast, effective and confidential assistance with any such personal problems. We have contracted with Integrated Behavioral Health, an independent, professional health-care organization, to develop a confidential Members Assistance Program (MAP). On a confidential basis, the MAP program will provide information, problem assessment, referral, and follow-up support. No one at work or at the union will know you have used the MAP services unless you give written permission for that information to be made available.

Any member of Local 9 may use the MAP program free of charge. If outside resources or treatment are required, the MAP counsellor will work with you to determine if the cost of care is covered under our health benefits plan. Your employer or Local 9 may recommend the MAP program if job performance, attendance, or work-related problems arise. You have the right to accept or decline help. After talking with the counsellor, it is still your choice to accept the counsellor's suggestions, except in the case of mandatory drug tests. (New federal and state laws require employers to maintain a drug-free workplace.) The MAP program is separate from drug-testing procedures.

The MAP staff is available by phone Monday through Friday (except holidays) between 9 a.m. and 5:30 p.m. Day or evening appointments are available. In the event of critical emergencies, a counsellor is available by phone 24 hours a day. For more information or to set up an appointment, call the MAP program at (312) 663-3558.

JOHN P. CONROY, P.S.

### NORTHRIDGE EARTHQUAKE

L.U. 11 (i,o,rts&spa), LOS ANGELES, CA—The big story here is the Northridge earthquake and the members of Local 11 who helped restore power to hospitals and homes in the San Fernando Valley. Many thanks go to those Brothers and Sisters of this jurisdiction, the "unsung heroes" who worked around the clock bringing electrical

U.S. Labor Secretary Robert Reich (left) and Local 11, Los Angeles, CA, Bus. Rep. Mark Meyer pay tribute to Local 11's unsung heroes.



energy back to the people. Community leaders (and the world, for that matter) saw very clearly what union electricians can do in a time of crisis.

Pres. Clinton sent Labor Sec. Robert Reich to pay tribute to organized craftspeople for their important contribution to the public welfare. At a press conference held at San Fernando City Hall, Local 11 electricians Keith Kolb, Raynald LaRochelle and Robert Shaffer and Bus. Rep. Mark Meyer shared in the honor, along with numerous others.

Bus. Mgr. Homer Lee worked closely with Federal Emergency Management Agency (FEMA) officials from the beginning. FEMA representatives are now using the entire first floor of our Pasadena office building as central headquarters for much-needed emergency relief.

In keeping with the spirit of "constructive" giving, several of our districts also have supported the Christmas in April program. This is an annual event sponsored by the County Building Trades. It was a tremendous success for everyone, giving all participants the satisfaction of sharing skilled labor with those in need.

Finally, I would like to remind everyone that this is an election year. Please investigate the issues and the candidates. Then take time out to vote!

DON SMITH, P.S.

### SUCCESSFUL TRANSITION

L.U. 17 (o,u,lett&catv), DETROIT, MI—Local 17 now has fewer contractors since M.J. Electric, J. William Foley, and F. A. Tucker left our jurisdiction. Three contractors (N.G. Gilbert, Harlan, and Henkels & McCoy) are now employing our 130 crews.

John Shane of Foley, Bruce Anderson of M.J. Electric, and Mike Consiglio of Tucker ran three class acts. Safety and productivity were always great.

When this change occurred, not a single worker or contractor lost one minute of pay. The hall was open on Friday from 6 a.m. until 9 p.m.; and on Monday we opened up at 6 a.m. Almost 200 workers were referred and



Jacob White (age 4), the son of Local 17, Detroit, MI, Bro. Bernard White, tries out his skill at the trade.

working Monday. We couldn't have accomplished this without our office staff—Patty, Lora, Donna and Daphne.

Under agreements with Detroit Edison, Thumb Electric and Bell Telephone, we have 530 tree trimmers employed with Asplundh, Davey, Energy, Gilbert, Nelson, and Midstate. We also have 66 apprentice tree trimmers working.

This year the local plans to place a greater emphasis on our successful safety program.

Local 17 negotiated a new savings plan for our Detroit Edison members. Their assets have been transferred to Fidelity Mutual. This enables them to purchase not only Edison stock, but also an additional 10 mutual funds. Transactions can be made on a daily basis.

Our local held a stewards training class conducted by Sixth District Int. Rep. Alan Goddard. It was a great session. Thanks again, Alan. Afterwards, all the stewards and their spouses and guests enjoyed a wonderful dinner dance.

Remember to buy union-made, North American goods.

BILL CATALFIO, P.S.

### THE UNION WAY

L.U. 25 (i,o,rts&catv), LONG ISLAND, NY—Local 25's employment situation was not good at the time of this writing.



The winter months brought more snow than we knew what to do with, which caused the postponement of many jobs that would have improved our employment picture. We hope for a better spring and summer.

We are glad to have Pres. James Gramer back from open-heart surgery. Jim suffered a heart attack in December. Thanks to all the members who helped out while he was away.

The local hosted our annual Christmas party for members and their families in 1993. About 500 members and their guests attended. Thanks to committee chairman George Starke and all the committee members for a job well-done.

At this writing in early March, our bagpipe band was busy getting ready to march in six local community St. Patrick's Day parades. They were also scheduled to march in the big St. Patrick's Day parade in New York City on March 17.

Our Sportsman's Club will hold its Second Annual Square Dance in May.

Remember that our apprenticeship program is more than classroom training. It also consists of on-the-job training. Take time out on the job to show the apprentices the right way—that's "The Union Way!"

KEVIN BARRY, P.S.

## CLASSES GOING WELL

**L.U. 41 (i,se,em&spa), BUFFALO, NY**—This winter just past was a rough one, not only weather wise, but also work wise. In previous years we have seen more members out of work, but there was always work in adjoining locals where a Brother or Sister could get out. Not so this year, as all our sister locals have been facing the same problems.

Our hopes lie in some of the area projects that have been in the works for some time; however, even they are slow in being bid, or they have been cut down in size. Then we also have to contend with the nonunion element and fight to get these projects to go right.

The local thanks all the volunteers who worked on the project at Niagara Frontier Rehabilitation Center. This was a very worthwhile project that will enable a lot of handicapped people to be trained for jobs. A special thanks to Russ Greco for taking the bull by the horns, so to speak, and overseeing the project.

Our journeyman education classes are going very well. It is good to see young members wanting to learn more and the more experienced members wanting to hone their skills. We never stop learning in our changing field.

Our first fiber optics class was held Feb. 4-5 at the union hall. Congratulations to the members who completed this two-day course. Fiber optics is going to be in our future, and we have to be prepared.

Stand united! Be strong!

PETER W. RICE, P.S.

## A TRIBUTE TO PRES. BARRY

**L.U. 43 (i,rts&em), SYRACUSE, NY**—As the saying goes, life has its ups

and downs. This certainly applies to our local union, as it does to everyone.

On the down side, we were deeply saddened by the death of Bro. Ken Williams. Ken was a business manager and fund administrator for former Local 181, Utica, NY, before its amalgamation with Local 43. Although he was well-known to most of the locals in New York state, he will be especially missed by the members of his former local union.

On the up side, at the time of this writing we were pleased to have learned that Int. Pres. J.J. Barry would be the grand marshal of the St. Patrick's Day parade in Syracuse, NY. We are proud of the fact that Pres. Barry was the business manager of Local 43. To have our International President honored in this way is a great tribute to the IBEW. Congratulations and thank you, Pres. Barry.

BILL LEFANCHECK, P.S.

## 'BACK TO THE BASICS'

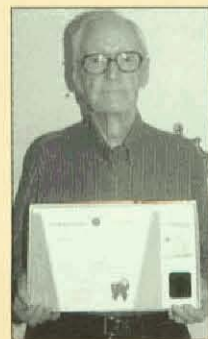
**L.U. 51 (o,u,t,catv,rtb&lett), SPRINGFIELD, IL**—A wise union Brother once gave me the following advice. He said, "Don't forget where you come from and who you are." Maybe it's time for us to get back to the basics of unionism.

Retired Bro. Robert J. Jagla, a 57-year member, can take us back to a time before we had the present benefits, working conditions and wages. Bro. Jagla became an IBEW member in 1937. He can remember the days and nights he and others spent on the road on behalf of the IBEW, spreading the word. That word helped to organize other workers and to improve working conditions, benefits and wages in labor agreements. Brothers and Sisters, those who came before us left us what we have today.

Bro. Jagla, one of our many benefactors, retired in 1973 as a line foreman with Illinois Power Co. in the Decatur area. Prior to coming to work for Illinois Power, he worked as a journeyman lineman for L.W. Myers and CIE&G out of Lincoln, IL. We thank him and all the others who have helped provide what we have today.

The question now is, what kind of legacy are we going to leave for those who follow. We must all do our share to see that it is a strong legacy. Every member must help the local union promote the ideals and goals of the IBEW. Bring a union Brother and Sister to a union meeting. **Be union; be proud!** This is the place where it all begins.

DOMINIC F. RIVARA, P.S.



Local 51, Springfield, IL, retired 57-year member Robert J. Jagla displays his service award.

## CONTRACT NEGOTIATIONS

**L.U. 59 (i,o,u,em&t), DALLAS, TX**—Congratulations to those who served on our various Negotiating Committees. Serving on the Negotiating Committee for our contract with Siemens Energy & Automation Inc. were: Thomas Causey, Roderick Arnwine, Clarence Wise and Steve Corley. Serving on the Negotiating Committee for the Versa-Tech contract were: Michael Brown, Deanna Combest, Roy Douglas and Leonard Lynch. And on the Negotiating Committee for the Loral Vought Systems contract were: Sam Jumper, Jerry Middleton, Rusty Steele and Steve Corley.

At the time this article goes to press, we will be deeply involved in contract negotiations with New Era Electric Cooperative and General Sound, as well as negotiations for our Inside Agreement and Outside Line Construction. We hope to be able to report some good news on the results of these negotiations in our next *Journal* article.

Although our construction work had not yet picked up at the time of this writing in early March, we still expect this year to be an improvement over 1993. We have been successful in the establishment of some prevailing wages. Now, if our employers will bid the work with those good wages and work with the local union, we are optimistic about securing work.

As most of you know, this is an election year. I encourage each and every Brother and Sister to do his or her part and support labor-endorsed candidates.

Let me remind all the good Brothers and Sisters to attend local union meetings and participate in the business of your organization. **Your local union needs you.**

STEVE CORLEY, B.M./F.S.

## COMET WORKS!

**L.U. 71 (o,rtb&lett), COLUMBUS, OH**—Greetings from Local 71! I would like to introduce two members serving as unit officers for our local. Bro. John Lytle Jr. is an Executive Committee member from our Cleveland Unit. Bro. Lytle, a journeyman lineman, completed the ALBAT program and is currently employed as foreman for the F.A. Tucker Co. He is a 16-year member of Local 71.

Bro. Rick Page recently was appointed chairman of our Dayton Unit. Bro. Page, a journeyman lineman and eight-year member of the IBEW, began his IBEW career in Florida and completed the Selcat Training Program. Bros. Lytle and Page are dedicated to the IBEW, to Local 71, and to their craft. We are proud of their efforts and support.

Our COMET training program (under the direction of Bros. Dave Appleman, James Carmack, "Bevis" Grice and Dave Sugerik) has been informative and successful. Over 200 members have completed this worthwhile program.

The battle lines are drawn! We must determine if we want to win the battle, or the war. It's time to take the offensive against the nonunion enemy. Our game plan is clear; now we must exe-



Local 71, Columbus, OH, Bro. Tim Naragon, who was chairman of the Dayton Unit, passed away in November 1993 at the age of 45 as the result of accidental electrocution.

cute that plan. Are you prepared? Are we the most qualified, most productive, safest work force? You bet we are! Let's practice what we preach, arm ourselves, and educate ourselves with the knowledge that will lead us into the next century. Remember: "If we continue to do what we did, we will get what we got." Support your union!

WALLY SICKLES, B.M.

## GOVERNOR'S SAFETY CONFERENCE

**L.U. 77 (o,u,mt,lett&t), SEATTLE, WA**—Pres. Richard L. Vaughn was recently appointed by Gov. Mike Lowry to serve as president of the Governor's Industrial Safety and Health Advisory Board. In this capacity, Bro. Vaughn is charged with overseeing the annual budget and the annual Governor's Safety Conference. Participation from both labor and management has made this annual event of interest to workers whose safety as tradespeople is at risk. The board is currently preparing for this year's conference to be held in Spokane, WA, on Nov. 16-18.

With approval of a three-year agreement by Puget Power members, a personal holiday has been designated as Henry Miller Day in honor of the founder of the IBEW.

Our work picture has been stable. We don't see any big projects that would improve referrals in the spring or summer. The local union is looking at the upcoming clean-up program at Hanford with expectations that it will create work for our members and open up a new opportunity to organize new members.

We extend a note of appreciation to delegates from all Component Units for their involved representation at the spring Unit Conference held in Seattle April 30.

REUBEN A. GABLE, R.S.

## 'WINDS OF CHANGE'

**L.U. 99 (i&govt), PROVIDENCE, RI**—The organized trades are feeling the winds of change. On Feb. 17, I had the privilege of attending a salting class at our hall. IBEW Construction Organization Dir. Jim Rudicik gave a dynamic explanation of the salting process. He talked about why salting is necessary



and discussed its methods and means of legal execution. I applaud Bro. Rudicil on his true-to-heart commitment. Our second COMET class was held Feb. 23. Thanks to all who attended.

We welcome a new union contractor, Conway and Collard, and wish them much success in their commitment to the IBEW.

I would like to extend many thanks to the editor of the Local 103, Boston, MA, *Quarterly Reporter*, Dan O'Neill. With his help, I hope to make a local newspaper a reality for us.

It appears that the future Mall of New England in downtown Providence will become not only a reality, but also, with the commitment and drive of Mayor Cianci, a 100 percent union project.

The Progress Committee will be planning a summer outing, a golf tournament and some volunteer work. Anyone who wishes to get involved or who has ideas to contribute should contact the committee.

We mourn the loss of Bro. Paul DiNapoli. Our deepest sympathy goes out to the family of this longtime member.

On this Memorial Day we should reflect on the men and women who have worked to preserve the freedom and justice of the American way.

JOSEPH L. WALSH JR., P.S.

## COMET FLIES IN BOSTON

**L.U. 103 (i&es), BOSTON, MA**—Our COMET program began in April 1993 with the training of our two instructors, business agents Donn Berry and Paul Ward. Our first COMET class was held in July 1993. Local 103 had successfully graduated 127 Brothers and Sisters from eight seminars at the time of this writing in mid-February, and a ninth session was scheduled for the end of February.

Enrolling in the COMET program is most important for us all. This training provides us with a complete overview of the IBEW labor movement—from the time when we dominated the industry, to an examination of the impact of the legal, political and economic changes of the 1970s and '80s on organized labor. Most importantly, COMET shows us what we can do together as a unit to become stronger than ever in the 1990s. And it shows us just how to do that.

COMET is not going unnoticed. Many articles have surfaced in major publications throughout the country stating what a threat COMET poses to the nonunion industry.

Also, as of mid-February, we have 16 members actively involved in our salting program. As of this writing 40 salts have completed our program, with another 40 members scheduled to complete a salting class by the end of the month. Salting classes have given our members the skill and ability to legally and properly impact on the work and hiring practices of the nonunion contractor. We are having a major effect on these contractors, and I'm sure that effect will continue to grow.

These latest efforts are well on their way to being a great success. Let's keep up the good work.

JOSEPH SPINALE, P.S.

## NEWSLETTER REPRINT

**L.U. 111 (o,u,em,mt,spa,rth&lett), DENVER, CO**—The following text is reprinted from our local union newsletter. I believe it will be of interest to many other IBEW locals that represent meter readers.

*"It was a fair trade-off, last year, [when a] month-long test was conducted in which meter readers walked the same routes and took their breaks and lunch. Walking the same route took approximately eight hours. Running a route is very physically demanding and throughout the years, Public Service Company of Colorado was saying to employees that completing the job was more important than the number of hours worked. If workers wanted to give up their breaks and lunch hour and run their routes, the company had no objection. That changed when upper level management looked at the number of hours meter readers worked. They had no idea about how the job is accomplished in [an] open-ended day.*

*"The first thing the company wanted to do was to increase the routes by 40 [percent] and lay off 30 [percent] of the meter readers. It was clear to us that a person cannot physically run a route eight hours a day. Further, if you walked a 40 [percent] larger route and took your breaks, you couldn't finish in eight hours.*

*"The issue was negotiated and a compromise was reached. Both parties agreed that for a nine month standardization period, ARCS would be installed and the open-ended day would cease. Meter readers would report to an office, go out to a route, walk the route, take required lunch and rest breaks and report back to an office at the end of eight hours, regardless of whether the route was completed or not. There would also be no layoffs during that period.*

*"New routes were devised by the ARCS System. Problems arose from the beginning. ARCS broke down in the middle of the test period. We discovered that some temporaries hired by the company continued to run their routes, which gave false readings. Union representatives met with the individuals who continued to run and asked them to refrain from doing so as it would falsify the results of the standardization period. PSCO went to the National Labor Relations Board, alleging that the Union was urging workers to engage in a work slow-down and threatening to discipline them if they didn't.*

*"The NLRB refused to issue a complaint against Local 111. Soon after, PSCO fired two union stewards on the same charges. They refuse to listen to employees. When a system breaks down or doesn't work right, instead of fixing the system, they blame the employees and the Union."*

Work safely and attend your unit meetings.

JOHN L. DAVIS, P.S.

## LIGHT-RAIL PROJECT

**L.U. 125 (o,u&lett), PORTLAND, OR**—Portland's metro-area transit system is expanding. Tri-Met's west-

side light-rail project will extend the train's route by 11.2 miles—from downtown Portland, along Sunset Highway, into Beaverton, and possibly as far as Hillsboro.

At this writing in late February, a request for proposals was scheduled to go out on March 3, 1994, for the design, manufacture and installation of the Traction Electrification System (TES). The contract, expected to be awarded in September 1994, will be for work on 13 750-kilowatt substations; one 250-kilowatt substation; and a mainline and yard overhead contact distribution system.

The westside light-rail project is Oregon's largest public works project to date. The TES will create approximately 25 to 40 electrical construction jobs. The project is scheduled for completion in June 1994, and will account for roughly \$12 million to \$16 million of the \$687 million overall project budget. Tri-met estimates it will take approximately 50,000 work hours to complete the TES. Local 125's signatory contractors are gearing up for the work.

ELIZABETH SHULER, P.S.

## WORK IMPROVING

**L.U. 141 (i,o,u&ees), WHEELING, WV**—Work in our area is improving along with the weather, but we still have members unemployed. Mitchell Power Station and PPG Industries are doing maintenance work, and Miles Chemical is expecting much renovation.



Local 141, Wheeling, WV, members attend a fiber optics installation training session: from left, standing, Steve Breiding, Carson Cox, Paul Kartman, Mike Fiorilli, John McClelland and Roman Matyja; seated, Tom Connor, instructor Bob Doerzbacher, Gary McCormick and Mike Fedczak.

The local Red Cross held a blood drive at our meeting hall on Feb. 11. Although the weather kept attendance low, we thank those who made it out to contribute.

The Labor-Management Cooperation Committee has funded a 10-hour OSHA Construction Safety and Hazard Awareness program. This program was attended by the entire fifth-year wireman apprenticeship class and about 20 journeymen. Future training for our members includes a third fiber-optics-installation course and a COMET class in Parkersburg.

Thanks to Harrison Frey for this month's photo.

We extend our deepest sympathy to the family of Bro. Ivan Lewis, a retired member who passed away on Dec. 20, 1993. Bro. Lewis is deeply missed.

TOM CONNER, P.S.

## SERVICE TO THE COMMUNITY

**L.U. 145 (i,o,u,em,rts&spa), ROCK ISLAND, IL**—"Pack the Hall Night" at our January meeting was well-attended again this year. It would be nice if each monthly meeting could draw that much attendance. How about it? Attend the meetings and have a voice in what your local union does and says!

Our Community Services Committee has been very busy, as usual. The latest projects include work at the Civil Air Patrol and at the Boys and Girls Club of the Quad Cities. Thanks to those who helped. Keep up the good work! It makes us (unions) look great.

Our February blood drive fell a little short of its goal this year. However, this was because many of our members had the opportunity to work that Saturday. These days it's hard to pass up that opportunity. Thanks to all those members, their families and friends who did participate in the blood drive. Let's try to raise that goal and meet it next year.

Congratulations to our most recent retirees, who are as follows: Robert Burrell Jr., William Greenlee, William Teichman, Charles Williams, Shattuck Smith and Richard Lanzen. Thanks for your years of service to the local, and best wishes in the years ahead.

Our deepest sympathy goes out to the family and friends of the following members who have recently passed away: Don Seydel, Richard Bickford, Lester Messer, Lyle Willert Jr. and Eugene Donnelly. May they rest in peace.

Remember to insist on goods and

services "Made in U.S.A." Just because an item has an obviously American name doesn't necessarily mean it was made by Americans. Let's keep our jobs in this country!

JOHN FOUNTAIN, P.S.

## STATEWIDE ORGANIZER

**L.U. 159 (i), MADISON, WI**—Things are going all right in Wisconsin. We had one of the snowiest winters in history. The work situation is holding its own, with some members out of work. We hope the work expected to begin this spring will keep all our members busy.

Our local has begun contract negotiations; the current contract expires



June 1. We hope everything will go our way with a decent contract.

Local 159 has held a couple of "Blueprint for the 1990s" meetings with the contractors. The meetings are going well, and we can see some progress. At this writing we were planning to send out a survey to all electricians in March. The survey will request their opinions about how they (the contractors) are at supplying properly running tools and equipment. We are looking for an honest response.

Our retired members have started a Retirees Club. More and more retirees are taking part. The club meets in the morning for coffee and sweets, on the same day union meetings are held. All local union retirees are welcome, so please try to come if you can.

Wisconsin IBEW inside locals are looking for a statewide organizer. Our thanks to Bro. Jerry Jenson of Local 14, Eau Claire, WI, for getting this program started. Now we need to find someone to continue this effort to stamp out the scab contractors in Wisconsin.

Remember to always buy North American products. Be an active union participant, not just a union member.

STEVE BERSING, P.S.

## LOCAL REGAINS WORK

L.U. 175 (i.o.e.m.c.m.t.u.&lctt), CHATTANOOGA, TN—Since our last article many things have happened. Our Market Recovery Plan has allowed us to regain over 90,000 man-hours in local work. Our organizing campaign has brought in three new signatory contractors. We welcome Durand Electric, Grant Electric and Neil Electric.

We are currently conducting COMET classes for our apprentices and are preparing to offer the course to our general construction membership.

1994 is an election year in many areas, and we must support those who support our causes. Go out and meet the candidates and get involved. You will find that you can help make things happen. VOTE! It is your right and your duty!

Local 175 meetings are held the first and third Monday nights of each month. Visitors are welcome; members are expected. See you soon.

GARY M. WATKINS, V.P.

## WORK LOOKS PROMISING

L.U. 191 (i.rtb.st&c), EVERETT, WA—Our work slowed down this past fall and winter, but things look promising for the rest of the year. Many new projects are in the planning stage, and others are coming up for bid. We hope our Brothers and Sisters will be back at work this spring.

Congratulations to Bro. Larry Johanson, a 25-year member, on his recent retirement. Bro. Johanson served on the Executive Board since 1972. He held the position of treasurer at the time of his retirement. Over the years he served the local in many capacities, including that of president and vice president. He also served on various

local union committees. Good luck in your retirement, Larry, and thank you for your many years of dedicated service. We all will miss working with you.

ROSANNE ROCKWELL, P.S.

## NEGOTIATIONS TO BEGIN

L.U. 193 (i.o.u.rts.spa&lctt), SPRINGFIELD, IL—We have 20 members on Book I. The \$180 million Beardstown trash incinerator project should meet final approval. This will be a welcome addition to the Western Division. Several smaller jobs are on the horizon, and we should see steady work through spring and summer.

Thanks to the members for a tremendous turnout at the February union meeting. All members would like to see similar participation at future union meetings!

We hope the District 186 school bond issue will have passed by the time this article is published. That would provide some much needed construction work for our local.

Organizer Terry Conant has resigned from his position. We thank him for the tireless effort he put forth for Local 193.

A fiber-optics training class was being pursued at the time of this writing. We hope funding will be approved soon.

Remember that CWLP negotiations will begin soon. Check the hall for details.

We are saddened to report the deaths of the following members: Virgil Jacobs, Donald Myers, James Richards, Joe M. Clark, Andrea Saccomano, Larue Kone, Robert Thornburgh, Elmer Nelson and Loren Hardesty. Our deepest sympathy goes out to their families.

See you at the next union meeting on May 20 at 8 p.m.

DON HUDSON, P.S.

## GIVING IT 100 PERCENT

L.U. 223 (i.em&govt), BROCKTON, MA—Work in our area is slow. But our local is taking important steps to keep up with changing times by offering members continuing education and

training in such areas as motor control, welding and introductory fiber optics.

The training our members received at the union hall and additional training provided by Boston Edison is paying off. Making use of this training, Fischbach Power Services was able to secure not only the conduit and cable pull work at Pilgrim Nuclear Power Station, but the terminations as well. That is certainly a lot of work we otherwise would not have had. This work is all part of the security system upgrade at the plant. It is expected to be completed within 18 months.

Securing work for our members is our number-one priority. By now most of you have heard a lot more about our organizing campaign. You know about such efforts as salting and direct contact with nonunion contractors and electricians, etc. Bro. Tim Cayton is our organizer in charge of this effort. There is no magic answer to solving our work problems. It takes hard work, and our local is giving it a 100 percent effort.

If you haven't been to a COMET class yet, sign up and learn about what we are setting out to do. The more positive and knowledgeable support we have from our members, the better off we'll all be. It is too easy to sit back, do nothing and criticize.

See you at the next meeting!

BING BYRNE, P.S.

## POSITIVE OUTLOOK

L.U. 229 (i&em), YORK, PA—As we began the new year at Local 229, we started out with a positive outlook for our area. We have a new business manager, Michael Melhorn, and Dennis Becker is our new organizer. Other newly elected officers are as follows: Pres. Kenneth Ott, Vice Pres. Dennis Becker, Rec. Sec. Richard Mansburger and Treas. Keith Cosgrove. Executive Board members are: Craig Dutters, Scott Bowman, Gary Good, Earl Gamble and Andrew Wildasin. On the Examining Board are: Brian Leppo, Bruce Brown and Alan Rebert.

We congratulate our new officers and support them in working to strengthen the local in a positive way.

TROY KRAUT, P.S.  
ANDREW LONG, P.S.

## COMET CLASS BENEFICIAL

L.U. 231 (i.o.rtb&spa), SIOUX CITY, IA—Thirty-two apprentices and five instructors attended the COMET class held by organizer Don Frost on Feb. 3. The course proved to be extremely beneficial to those who attended. With high attendance at these meetings, word of the importance of the COMET class will get out to those members who have not yet attended the course. We're hoping for high attendance at our next class.

Bus. Mgr. Elliot Rush was appointed as an alternate to the National Electrical Code Committee's Code Panel 5. The first meeting he attended was held in January in San Antonio, TX. The work involved and knowledge assembled at this meeting was very impressive.

We mourn the loss of retired Bro. Ray Olson. Bro. Olson, who was a 40-year member, passed away on Jan. 10. Our condolences go out to his family and friends.

The Local 231 Retirees Club meets the second Thursday of each month at 9 a.m. at Norby's Restaurant in Sioux City. Those interested in seeing old friends are encouraged to attend.

Contract negotiations with Northwest Iowa Power Cooperative of LeMars, IA, and KTIV Channel 4 of Sioux City, IA, will be in progress by the time this article is published.

Our monthly raffles at the union meetings have paid off. Local 231's voluntary contribution to COPE was 100 percent for 1993. A big thank-you to Robert Earley, COPE coordinator; Kelly Van Buskirk, assistant; and all the members of Local 231!

DEBBY SPENCER, P.S.

## CONTRACT NEGOTIATIONS

L.U. 245 (o.u.govt.rtb&lctt), TOLEDO, OH—This winter our local union leaders had to plow through near-record amounts of snow just to dig into the mounds of work on their desks.

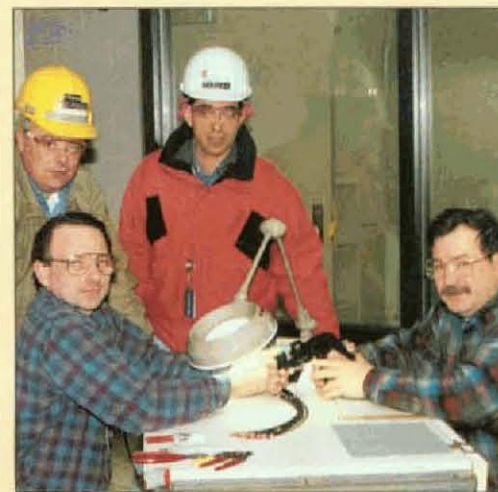
It was a busy winter at the negotiating table. At the time of this writing in early March, the initial contract for the newly organized Tri-County Co-op was under discussion. We were also negotiating contracts for both line clearance groups, as well as the WTOL-TV Channel 11 package. And on the horizon are contract negotiations for our members employed by Toledo Edison.

The 13th Annual Chili Bowl, held every President's Day, was once again a rousing success. Over 80 bowlers and chili eaters participated. As always, Chmn. Bill Batey organized impeccably, and head cook Bob Knappins had the joint jumping with his grub.

At this writing, we were looking forward to our Annual Union Dance set for April 29.

We close on a sad note, as we regretfully report that Bro. Kris Kohn passed away in February. Kris was an involved union member who will be missed. Our condolences go out to his family.

DAVE BROOKS, P.S.



Local 223, Brockton, MA, Bros. Rich Weiner (seated, left) and Butch Rogers (seated, right) install epoxyless connectors on a 24-fiber cable while on the job at Pilgrim Nuclear Power Station. Bro. Frank D'Angelo, foreman (standing, left); and Local 567, Portland, MA, Bro. Jack Raposa, Fischbach Power services supervisor (standing, right), look on.



## SOUTH YARD SHOP RALLIES

L.U. 261 (mar,mo&et), GROTON, CT—America's shrinking defense budget continues to provide a gloomy forecast for the members of Local 261 and other defense workers in the region. Fortunately, Local 261 members have not been affected as of yet. We hope that with the projected construction of Seawolf submarines, many jobs will be preserved until construction is initiated on a new class of submarine in 1997. Please support our Brothers and Sisters by contacting your congressional representatives and urging them to support funding for construction of a third Seawolf submarine.

When Leonard Fells, a 32-year member of Local 261, announced that he was going to participate in the Big Brothers/Big Sisters Bowl-A-Thon, it was no surprise to see every South Yard Shop member in good standing donate to this charitable event and worthwhile cause. It also was not unusual to see Bro. Fells support this community service event by donating his time and effort. Bro. Fells regularly contributes to the American Red Cross blood drive, and he has actively participated in a host of other community and charitable events over the years.

Whenever someone needs help as a result of sickness, disaster or misfortune, IBEW members can always be counted on for their support and contributions, proving that the IBEW is truly the "Union of Hearts and Minds." Congratulations to Bro. Fells, our loyal members in the South Yard Shop, and

the entire local for their contributions. Thanks to all for a job well-done.

TOM DUGAS, P.S.

## WORK HAS IMPROVED

L.U. 295 (i,o,u,rtb,rtb,em&spa), LITTLE ROCK, AR—Work has improved somewhat here, and it looks like we should have a good summer. We are in the process of manning a refueling outage at Arkansas Nuclear One. This will be a 42-day outage that will help our out-of-work members. All our good Brothers and Sisters who have worked for Bechtel at this site are to be congratulated for making the site one of the cleanest nuclear plants in the nation.

Our organizer/assistant, Dan McAllister, is working hard and trying his best to turn the work around in our jurisdiction. He could sure use your help. So please offer your assistance, or at least your support. Our future is on the line.

With sadness we report the deaths of the following Brothers: Slim Allen, Eddie Shandy, John Elam, Truman Glover, Forrest McGaha and Harry Hill. We extend our deepest sympathy to the families of these Brothers.

Our sick and injured list includes Bros. Jerry Stewart, Jack Lovett, Wayne Lewis, Bobby Cortese Jr., and retired Bro. Jay Coker. We wish each of them a speedy recovery.

Hope to see you at our next union meeting.

DICK MELTON, ASST. B.M.

## ORGANIZE TO SURVIVE

L.U. 309 (i,o,u,rtb,spa&lett), COLLINSVILLE, IL—Work in our local remained good at the time of this writing in February, with travelers still employed on several projects.

Local 309 is considering sponsoring a Retirees Club for our older members. An Older Members Committee has been established, and postcards have been sent to our retired members. There is interest in such a club, so we will try to promote the club. The Older Members Committee will continue to study and report on pension programs and other benefits of interest to the older and retired members. This is the union's way to join hands in an effort to improve the economic, physical and social well-being of its older members.

The Market Recovery Committee continues to learn new methods to recapture lost markets.

Skill-improvement courses in many different fields are being offered by our Apprentice Committee. It is the responsibility of the Brothers and Sisters to keep learning and to stay competitive in our industry.

The Entertainment Committee is in the process of planning several events for the year that will promote the Brotherhood.

We must continue to be politically active, strive for labor reform, and utilize new methods to organize the unorganized. This is the only way we will survive and grow stronger.

MICHAEL RAY DILLIER, PRES.

## MARKET RECOVERY HELPS

L.U. 347 (i,em,mt,rtb,rtb&spa), DES MOINES, IA—Our Market Recovery Programs are moving right along and proving to be very successful, in both the Des Moines and Fort Dodge areas. This was our first winter with a Market Recovery Program in the Des Moines area, and it kept a lot of our members from being laid off during what is typically a slow time due to the weather.

Our area organizer, Richard Diekeron, is currently working on organizing Meisner Electric, a competitor company with about 125 electricians. In Iowa (a "right-to-work" state) organizing is difficult, and accomplishments are sometimes slow in appearing.

Between January and July of this year, we will have negotiated nine contracts: the Des Moines inside construction contract; the Fort Dodge inside construction contract; the Des Moines residential construction contract; three manufacturing unit contracts—at Keystone, Fairplay/Fairtron, and EP-2; maintenance contracts at Younkers and at *The Des Moines Register*; and the broadcast technician's contract at KCCI-TV. Additionally, in conjunction with the Municipal Laborers, we settled contract negotiations with the city of Des Moines in February.

In December of this year, Local 347 will celebrate its 80th year as a charter local with the IBEW. For over half of the time that Iowa has been a state, this union has served the electrical needs of our people. Retiree Karl Kanzok is currently updating our archives, and we have asked the members to contribute any information they may have about past members and activities.

RONALD K. BELCHER, B.M./P.S.

## POLITICAL SUPPORT

L.U. 349 (i,u,m,ps,em,rtb&spa), MIAMI, FL—On March 1, in front of the Metro Justice Building where he worked for ten years, Hugh Rodham, younger brother of first lady Hillary Rodham Clinton, held a kick-off rally. Hugh Rodham is a candidate for the U.S. Senate. Mr. Rodham is a prospect to unseat Republican Sen. Connie Mack this fall. South Florida needs Hugh Rodham to win the election.

There were about 72 entries in the Ninth Annual Chili Cook-Off for Diabetes, held at C.B. Smith Park. Local 349 sponsored one of those entries and

took fourth place. Bro. Mark Tracy and his crew made a good bowl of chili. Mark, along with Dan Tracy, Mini Peruyera, Rod Hill and Bill Aylor, are to be congratulated on a winning recipe.

Our work picture is slow. There are some big projects on the drawing board. The 10-year airport project is going slowly. We hope things will pick up soon so we can get some of the work we need.

Remember to support your local. Attend union meetings. You can make a difference. The union depends on the support of its members.

FRANK ALBURY, P.S.

## HOPE FOR IMPROVEMENTS

L.U. 353 (i,o&c), TORONTO, ON—Hello, Brothers and Sisters across Canada and the United States. The work situation in our local is horrible, with approximately 1,800 journeymen on our out-of-work list.

We are hoping work will improve with the new Liberal Federal Government and Provincial Government infrastructure program. The project includes four expansions to the subway system; a new trade centre at the Canadian National Exhibition; and an extension to the O'Keefe Centre. Toronto has also been awarded a National Basketball Association franchise, which will involve a new stadium. These projects will not put all of our members back to work, but they will surely help the Brothers and Sisters who have been unemployed for long periods of time.

We would like to thank the locals that have put our travelling Brothers and Sisters to work. We would be pleased to help from any local that has work to help out our unemployed members.

BOB GILL, P.S.

## SALUTE TO LEONARD SPRING

L.U. 359 (u), MIAMI, FL—As usual the past several months have been very busy. We have just gotten past the layoffs and the rolling, and already we are looking at yard closings—which of course will cause more rolls. I don't know when it will stop, but the business manager and other officers are working hard to ensure that the closings and the rolls are done by the terms of the contract. At this writing, we also



Local 261, Groton, CT, members who helped build the USS Hartford SSN 768 submarine attend the launching ceremony at the General Dynamics Electric Boat Division in Groton.



Local 349, Miami, FL, members and apprentices attend the Ninth Annual Chili Cook-Off for Diabetes. Shown here are Bill Aylor, Mini Peruyera, Mark Tracey, Dan Tracey, Rod Hill and Jeff Brennan.



were preparing for negotiations. After holding six proposal meetings to allow all of the members a chance to have input, the local submitted the members' proposal.

Thanks to the stewards who gave up a Saturday to attend the IBEW's MEMO program. Bros. Bob Meyers and Joe Pledger did a great job of teaching the course, and all in attendance were very enthusiastic about what they learned.

On March 4 Local 359 hosted a "Salute to Leonard Spring" in honor of Vice Pres. Spring's 75th birthday. Leonard has served our local for 48 years. He served 16 years as recording secretary; 25 years as president; and he's still going strong in his second term as vice president. Many of Leonard's friends (including labor leaders, politicians, civic leaders, and rank and file members) were on hand to show their appreciation for all he has done for the IBEW and the workers in Florida. We in Local 359 are especially proud of Leonard and appreciate all he has helped our local accomplish through his service and dedication.

We remind all members who have travelled into the local because of the roll to be sure they have "travelled in." Oftentimes a travel card does not catch up with you; and if it hasn't, you are not a member of this local. If you are not "travelled in," you will not be able to vote in this local. With negotiations going on, you will want to exercise your right to vote when the time comes.

Safety is becoming a very big issue in all departments. While some departments are using positive methods to encourage and promote safe work habits and conditions, it appears that the T&D Dept. is going to use discipline to ensure we work safely. A letter has been sent out detailing disciplinary steps for unsafe acts. While we do not agree with this method, we do agree that we must work safely. The union has worked long and hard to help create a safe work environment through the efforts of the Joint Safety Committee. Members must be sure to do their part to work safely and avoid accidents.

Attend a local union meeting. You may learn something, and your officers may learn something from you. Either way, we all will be better off.

TERRY L. KAMMER, P.S.

## MEMBERS COMPLETE COMET

**L.U. 375 (i&ees), ALLENTOWN, PA**—David "Scotty" Ramsey III, a member of our local for 26 years, recently retired. Scotty was a foreman on quite a number of jobs in our area and also worked as a field engineer for Bechtel Corp. on two power plants near our area. He taught electronics in Scotland, taught classes for our electrical apprenticeship program, and served on the Labor-Management Committee. Best wishes to you, Scotty, on your retirement.

At this writing, two-thirds of our members had completed the COMET program, with the remainder scheduled to finish in the spring. Getting our membership through the COMET program is one of our top priorities. This is a way to help all our members fully understand our commitment to organizing,



From left, Local 375, Allentown, PA, Executive Board member Stanley Parks; Rec. Sec. Bruce Carney (organizer); Pres. Bruce Grim; retiree David Ramsey III; and Bus. Mgr. William H. Newhard.

We have just gone through one of our worst winters yet. We had 30-plus inches of snow on the ground, bone chilling record-cold temperatures, fires, flooding, and leaking and collapsing roofs.

We are saddened to report a number of recent deaths among our members. Charles Krupa, retired since August of 1977, has passed away. A tragic automobile accident resulted in the untimely deaths of Mark Regits, a journeyman just out of his time, and apprentice Donald Worman. We extend our deepest sympathy to the families of these Brothers.

Frank Cierlitsky, a 20-year journeyman, passed away Jan. 26 after a bone-marrow-transplant operation that took place in mid-December 1993. His brother was the match donor, and the operation was a success. Frank was on the road to recovery when his liver failed and he passed away. Our deepest, heartfelt sympathy goes out to Frank's family.

Our local initiated a fund-raising program, headed by Ken Berkenstock and Dave Fedak, to raise money for Bro. Cierlitsky's operation. With help from our members, the community and other caring individuals, enough money was raised to cover more than half of his mammoth \$175,000-plus medical expenses. Efforts will continue for this cause. Many thanks to all those who have donated their time and money to help.

RANDY PARKS, P.S.

## EAGER TO ORGANIZE

**L.U. 387 (u.em&lcctt), PHOENIX, AZ**—Recently our officers and stewards attended a MEMO class in Phoenix, and we are all looking forward to organizing the unorganized. Key speakers at the class included the following: Local 387 Bus. Mgr. Clyde Bowden; Local 266, Phoenix, AZ; Bus Mgr. Terry Miller; Local 611, Albuquerque, NM; Bus. Mgr. Tim Spencer; Seventh District Int. Reps. Glenn Nunn and Steve Moulin; Local 387 Rec. Sec. Rebekah Friend; and Mike Keenan, Local 387's attorney. We thank each of these Brothers and Sisters for a fine job. For those of you who were unable to attend and are interested in helping out on the organizing drive, sign up at the next meeting or call the union office. We welcome any help.

Congratulations to Bro. Mick James, who has been appointed to serve on the

Executive Board, and to Bro. George Quinones, who was appointed as our new vice president. Best wishes to them both in their new positions.

Nelson Tree Service Co. recently was awarded a two-year contract for line clearance work with Arizona Public Service Co. Hats off to our members at this 100 percent union shop. Keep up the good work!

Four Corners Units 1, 2 and 3 are implementing a new tube-erosion elimination process that should help reduce outages from tube leaks. This work is being performed by Local 387 members. Good job, Brothers and Sisters!

Summer is just around the corner in the desert, so remember to drink plenty of water. It is also wise to wear protective clothing to protect your skin from the sun's harmful rays.

Work safely. See you at the next meeting.

RANDY BOLES, P.S.

## LOCAL MOURNS BRO. LAPAINIS

**L.U. 405 (i.spa,rtb&em), CEDAR RAPIDS, IA**—At the time of this writing in early February, our local was still experiencing poor employment.

The names of all our members who received service pins recently are too numerous to list in this space. Fifty-five year awards were presented to Manford "Whitey" Johnson and Joseph Greslik. A fifty-year award went to Lawrence Dewey. Congratulations to all!

Congratulations to our apprentices for the fine job they did on the NECA Expo at the Collins Plaza.

We are saddened by the death of retired member Robert Lapainis, who passed away on Dec. 30, 1993, at the age of 74. Bro. Lapainis was a 36-year member of Local 405. He was born in Riga, Latvia, on Jan. 29, 1919. He earned a degree in electrical engineering in Latvia. His family (wife and two children) were caught in the middle of World War II when the Russians invaded Latvia. Bob was one of the males in his town who were loaded into cattle cars for transport to Siberia. He was able to escape en route. He hid in a stack of straw. As the Russians made their search poking through the straw piles, they just missed him by inches. He made his way back home to Riga, Latvia, only to find his family gone. Finally, he found his family in a relocation camp just outside Nuremberg, Germany. Bro. Lapainis came to America in 1948 with the help of the Lutheran Church. He became a member of Local 405 on Feb. 20, 1957. You will always be remembered, Bob. You have earned your final peace. We extend our condolences to the family.

We hope spring brings prosperity to all.

Hang together, or hang separately!

CLIFFORD HIGGINS, P.S.

## GOOD-SIZED JOBS

**L.U. 415 (l,u,c&govt), CHEYENNE, WY**—At the time of this writing in early March, we were looking forward

to the end of winter and the beginning of some good-sized jobs. Simpson Electric secured the contracts on the city-county parking center in downtown Cheyenne, and on the new city-county building downtown. Ken-Mac Electric got the Fairmont Hotel job on Dell Range Blvd. W.G. Dale Electric is getting small additions at Coastal Chemical west of Cheyenne.

A bill supported by nonunion contractors recently was brought before the Wyoming Legislature. House Bill 29 would have unfavorably changed the ratio of apprentices to journeyman. We managed to get enough votes to defeat this bill, thanks to the many letters sent to state representatives and the work of dedicated lobbyists. The local would like to thank journeyman Lori Valdez and apprentices Louis Vigus, Rick Michon and Rodney Berg for their dedicated help in lobbying against the bill. They helped make our success in defeating the legislation possible.

We need the help of all local union members to: actively participate in the local's organizing drive; support COPE and help elect legislators who support our cause; and, especially, to attend union meetings. House Bill 29 is proof that the nonunion element is ever present in our state. By pulling together we can succeed in our efforts. We must actively and assertively reach out, and we must attend monthly union meetings.

FRANKLIN R. MARTINEZ, P.S.

## 'KEEP THE UNION STRONG'

**L.U. 429 (i.o.u.em.lctt&pte), NASHVILLE, TN**—Greetings from Music City! A lot of changes have taken place in our local since we last wrote, so we hope to fill everyone in on some of our activities. Newly elected Local 425 officers are as follows: Bus. Mgr. Robert "Blackie" Emery, Pres. Thomas E. Walker, Treas. David Griffiths and Rec. Sec. Anthony Anglin.

We are pleased to announce that our members voted by an overwhelming margin of 4-to-1 to establish a Market Recovery Program with a 2 percent increase in our dues. We are looking forward to regaining some of the work we lost over the years.

Our local recently held a COMET class conducted by IBEW Construction Organizing Dir. Jim Rudicil, with all newly installed Local 429 officers in attendance. The course was very informative and interesting. Thanks to all those who put forth their efforts to make this event happen.

Steward training has also been on our agenda. Two classes had been held at the time of this writing in February, with more to be scheduled in the near future.

TVA has required an ever increasing work force, with the scrubber job at Cumberland City and other scheduled outages going on.

Work in Nashville is looking good at present, but we are always looking for more.

We thank all our sister locals that let our members work in their jurisdiction when our work was slow.

Keep the union strong and support your local union officers.

ROBERT "BULL" ALLEN, P.S.



## VOLUNTEERS ARE BUSY

**L.U. 445 (i,spa&catv), BATTLE CREEK, MI**—Work continues to be slow in the Battle Creek area, with 18 percent of the local out of work. However, Bus. Mgr. Christopher MacCreery sees two positive signs. First, this is the slow season and many jobs are in the planning stage. Secondly, last year residential and light commercial work comprised 4 percent of our total man-hours. While this may seem small, it is a great increase over a few years ago when the local had no residential work. By protecting our small jobs we hope we are preserving and expanding our large ones.

Members expressing concern recently about the cost of our health plan learned that our contributions pay not only for ourselves, but also pay all or part of health-care costs for our children, our retirees, and our members who are out of work. This simple idea—that we all take care of one another—is part of the proposed national health-care plan. Once again, a policy that labor has practiced for years is on the verge of becoming national social policy.

The Local 445 annual dinner-dance was a great success. As a community service, local union volunteers, under the leadership of Pres. Terry Strunk, are busy rehabilitating a house in the area. And the Apprenticeship Committee is processing applications for the fall class. Thanks to everyone who gives of himself or herself to make the union stronger.

STEVE FRANKLIN, P.S.

## LOCAL MOURNS BRO. HALLING

**L.U. 461 (l,rts&spa), AURORA, IL**—We are saddened to report the untimely death of Bro. David Halling. Our sympathy goes out to his wife, Lianne, and the children. We also extend our sincere condolences to his parents, Mr. and Mrs. Wayne Halling. Bro. Halling will be deeply missed. May he rest in peace.

KATHRYN B. HARRIS, P.S.

## ATTEND MEETINGS

**L.U. 465 (u&lett), SAN DIEGO, CA**—We were proud to have Local 465 sponsor a softball team in the annual Labor Council Tournament. We came in third place. Way to go, team! As always, everyone had lots of fun.

Thanks to Robert Parsons and the office staff for doing such a great job on the last Foreman's Council breakfast. Can't wait until the next one.

Local 465 members appreciated all the work the Social Committee did to make our 1993 Christmas party such a great success. Thanks to everyone involved.

We extend our deepest sympathy to the families of the following members who have passed away since mid-1993: John M. Perkins, John P. Debus, Calvin D. Reutter, Stanley L. Gates, Fiore Palermo, Thomas McGuigan, Annunziata Lombardi, Robert Dale Moore,

Rodney White, Donald Fligor, Percival E. Vikander, Joseph H. Wehlage, Ollie E. Webb and Lavar Posey. May they rest in peace.

Remember to attend your monthly general meetings. It's also important to keep up with the ongoing negotiations with San Diego Gas & Electric, San Diego Transit, Asplundh Tree, Davey Tree and Imperial Irrigation District.

RAY DARBY, R.S.

## WORK HAS PICKED UP

**L.U. 477 (i,o&rts), SAN BERNARDINO, CA**—Thanks to all the folks who have given their time to help make Local 477 an all-around better place. You know who you are! Any members who would like to volunteer in some capacity to strengthen our local may give Bus. Mgr. Jon Hughes or Rick Purper, our organizer, a call at (909) 884-9816.

Congratulations, Rick, on your appointment as organizer!

Work has picked up, and we hope it will continue to do so. If you're not working now, come down and talk to Jon or Rick. They have plenty for us to do.

If you are interested in teaching our apprentices, see Apprenticeship Dir. Terry Coleman at the apprenticeship school.

Local union meetings are the first Friday of each month at 7:30 p.m. It's important for everyone to attend.

Please call me at (909) 881-0191 if you have any contributions (photos, information) for this article.

KEN "SKIP" CHANEY, P.S.

## BACK WAGES PAID

**L.U. 479 (i&u), BEAUMONT, TX**—In an out-of-court settlement, John Brown Inc., an open shop contractor from Baytown, TX, paid \$43,375.58 in back wages to IBEW Local 479 and Local 195 of the United Association of Plumbers and Pipe Fitters. Through the efforts of our Organizing Dept., handled by organizers Larry Moore and Chris Kibbe, 13 union employees from our local and the Pipe Fitters received back pay from John Brown Inc. to settle the unfair labor practice charges. We thank everyone involved in helping to secure this settlement. Keep up the good work, Brothers!



Local 479, Beaumont, TX, members are joined by members of the United Association of Plumbers and Pipe Fitters Local 195 to pose with a blow-up of a check for back wages received from an open shop contractor to settle unfair labor practice charges.

Local 479 participated in the Fourth Annual Rubber Ducky Derby, a fundraiser to benefit the Beaumont CP Rehabilitation Center, a facility for children with crippling diseases. The event took place at the Neches River in Beaumont. Thanks to everyone who took part for a good cause.

We appreciate the efforts of all our Brothers and Sisters who are helping us fight the nonunion element in our area. Local 479 appreciates your worthwhile efforts. If you are not already on board with these projects, jump aboard now. This is your livelihood.

Attend union meetings and support Local 479.

JACKIE STAMPLEY, P.S.

## COMET PRODUCES RESULTS

**L.U. 481 (i,em,spa,rts,mt,ees&s), INDIANAPOLIS, IN**—A warm thanks to the 80 hardy members who braved one of the coldest days of the winter to help remove the outdoor Christmas lighting display at the Soldiers and Sailors Monument. The Christmas lights are strung each November and removed in January by union volunteers. Last October our Local 481 retirees volunteered their time to put a new garland on the light stringers that surround the monument.

Last fall Sister Lori Crouch and Bro. John Bates Jr. (graduates of the AFL-CIO union counseling class), along with 15 other volunteers from Local 481, rewired a house for a young divorced mother of two children. Working with AFL-CIO labor liaisons at United Way of Central Indiana, they secured tools donated by Barth Electric and materials donated by Ermco Electric for the project. Thanks to everyone involved



Local 481, Indianapolis, IN, Bro. John Bates Jr., along with other local union members, helped to rewire the home of an area family as a community service.

for a terrific job.

Local 481 has conducted COMET classes throughout the jurisdiction over the past year. These classes, along with the local's organizing efforts, produced good results in 1993. We have taken in 105 new members, 65 of those through organizing. Last year 15 new contractors signed agreements; three of those contractors signed as a result of our organizing efforts, and five of the contractors are Local 481 members.

We continue our strong organizing efforts in 1994, and we will continue to schedule COMET classes. We strongly encourage your participation in both of these projects. For information on the next COMET class in your area, please contact the local union office.

JOHN W. EVANS, P.S.

## CLAMBAKE IN JUNE

**L.U. 503 (u&t), MONROE, NY**—It's that time of year again. The Orange & Rockland contract will expire June 1. Your negotiating team will be working hard for a new contract.

The annual clambake will be held June 11 at the Orange County Park from 10 a.m. until. Check bulletin boards for further details.

We will be celebrating the local's 50th anniversary on Nov. 10 this year at the Sheraton Crossroads in Mahwah, NJ.

Local 503 encourages all members to get out to the monthly union meetings, held the second Monday of every month. We want all members to attend and get involved in the local's activities.

Thanks to all for their help, support and prayers for Mickey Payran.

SUZANNE HENNESSY, P.S.

## LIFESAVING AWARD

**L.U. 551 (i,o,em,rts,c&st), SANTA ROSA, CA**—At our annual Old-Timers Dinner, five members received 50-year pins, and another five received 45-year pins. Bro. William Lourdeaux received a 55-year service pin. Congratulations to all.

We also had the rare privilege of presenting the IBEW Lifesaving Award to Bro. Jim Dietz. Bro. Dietz was working for IBEW/NECA contractor Schwartz and Lindheim, out of Oakland, CA, on a Kaiser Hospital remodeling project in San Rafael. He observed that fellow Bro. Dennis Carll, who was working with 277-VAC, was in distress. Bro. Dietz went to his aid and attempted to remove him from the energized circuit. As the first attempt was not successful, Bro. Dietz made a second attempt and succeeded in pulling Bro. Carll off the ladder by his coverall pant legs.

Bro. Dietz continued his lifesaving efforts by immediately notifying emergency personnel of the life threatening accident. Bro. Carll was rushed to the emergency room and treated for shock and severe burns of the hands and lower arms. Due to the quick reaction of Bro. Dietz, Bro. Carll returned to work following a 10-week recuperation. On behalf of the membership of Local 551, we thank Bro. Dietz for his heroic



action. We are grateful to have Bro. Carl back at work with us.

Local 551 held its annual Apprenticeship Graduation Dinner for our first five-year class at the Los Robles Lodge, a union hotel. The keynote speaker was Michael Mortell Jr. from the California Division of Apprenticeship Standards. Certificates were presented to: Paul Garloff, Cynthia Johnson, Melissa Benjamin, Joel Plank, Steve Rada and Mitch Meyers. Congratulations to all.

K. MORTELL, P.S.

## TRAINING PROGRAM

**L.U. 557 (i,r,t,s,p,a), SAGINAW, MI—** There was an enthusiastic turnout in January for our ongoing journeyman training program. Apprenticeship Dir. George Dryer presented the initial class, held to prepare journeymen for the state of Michigan's master electrician exam.

Welcome and congratulations to our newest member, John Lazzaro. He was one of those who took part in the January class for journeymen. Thanks to all our members who are making an effort to convince nonmembers of the benefits of union membership. Keep up the good work!

At our February meeting there was discussion about the higher costs of health-care benefits. Now there is finally some effective leadership in the White House to present a health-care reform proposal. This should have been done long ago. Now we need to let our legislators know we want them to get behind the Clinton plan. Everyone needs to be in the health-care loop. People shouldn't lose health-care coverage because of their employment situation.

Our local observed a moment of silence for Bro. Jim Delany, who has passed away. The last time I saw him at the filling station, he couldn't work in his wood shop much, but he still had that sweet smile. Our condolences go out to his family. We miss Bro. Delany and his smile.

We lost a supportive electrical inspector, Bro. Marv Schmitzer. He passed away in February. He always did an excellent job as inspector. Marv will be missed in the Birch Run area. We extend our sympathy to his family.

I certainly got my money's worth out of my snow blower last winter, as I'm sure we all did. I hope to be complaining about mowing grass by the time this article is published.

JOHN E. CLEMENS, P.S.



Some of the Local 569, San Diego, CA, members who volunteered their labor to help build the new National City Boys and Girls Club.

## BOYS AND GIRLS CLUB PROJECT

**L.U. 569 (i,o,r,t,s,p,a,m,t,m,a,r,e,s&e,s), SAN DIEGO, CA—**Members of the San Diego Building Trades are volunteering their labor to build a new National City Boys and Girls Club.

At the time of this writing, Local 569 journeymen and apprentices had donated countless hours of labor over a six-month period, putting in the underground and completing 80 percent of the conduit and junction boxes in the walls.

A special thanks to retired members Ted Cole and Don Kearney for taking on this project as foremen.

JOE HEISLER JR., P.S.

## FLAWLESS PERFORMANCE

**L.U. 589 (r), JAMAICA, L.I., NY—** Spring is upon us once again, and all can agree that it has arrived not a bit too soon. This past winter of 1994 was unforgiving and will not be easily forgotten. Our members are to be commended for the flawless performance they rendered to the Long Island Rail Road in keeping it afloat through bitter cold and relentless ice and snow storms. We appreciate the patience and support of the families of these members during those trying times.

As of this writing, there is still no contract agreement for our members with LIRR. The management of LIRR would do well to rearrange its list of priorities so as to deal with its employees more fairly.

Bus. Mgr. John Caggiano reports that there is a need for unity among the

unions to achieve a contract. It is time we all practice the unity we preach, to ensure that organizer labor remains a force to be dealt with.

J.D. PASSERO, P.S.

## SERIOUS ABOUT ORGANIZING

**L.U. 595 (i,o,c&st), OAKLAND, CA—** Bus. Mgr. Lou Reid is serious about organizing. His appointment of Rich Corvello as our new director of organizing is an indication that Local 595 is honoring its pledge to continue our organizing drive. Rich's discussion of the finer points of successful organizing at a recent general meeting should be proof of the fact that he and Bus. Rep. Ed Collins (our former director of organizing) are two of the best here in the West. We'll see you at your next COMET class, Rich.

The Executive Board appointed Walt Piekarczyk as vice president to fill the vacancy created when Bro. Corvello assumed his new position. Pres. Warren Jones appointed Sue Williams as Rich's replacement on the JATC.

Sister Bridget Hall has been working hard for the local union. First, she made the trip to Atlanta to represent Local 595 at the annual Electrical Workers Minority Caucus. Then she and Joan Weber donned their work clothes and boots, strapped on their tools, and headed out to Oakland's Career Awareness Day, where they presented themselves as fine examples of trained union electricians to groups of junior and senior high school students. Thanks, Sisters, for a great job.

The Local 595 Retirees Club recently elected new officers. Jeanne Morris was

elected as the new club president. She was the driving force behind the New Members' Campaign that increased the active membership to 250 strong. Congratulations to Jeanne and all the other Retirees Club officers.

TONY WILLIAMS, P.S.

## CPR TRAINING

**L.U. 601 (i&r,t,b), CHAMPAIGN-URBANA, IL—**I hope all our IBEW Brothers and Sisters are having a good year. The job outlook in our area appears favorable.

Last year brought about several tragedies. The flood of 1993 delayed delivery of materials, which slowed jobs. This didn't help us in the public eye. But the nonunion sector had the same problem.

We have been saddened by the deaths of several members this year. Our condolences go out to the families of those who have passed away.

Local 601 has been working hard to offer training to our members in Red Cross CPR and first aid. Apprentice wireman Ben Gardner used his training on the job. Ervin Mertes was having a heart attack, and Ben recognized the symptoms and started CPR immediately. Thanks to Ben's quick action, Ervin is alive and making a recovery.

The local, the JATC, and the union members deserve appreciation. We not only improve the lives of everyone around us, but we save lives also. Let's always remember to do our jobs right.

MARK S. OLIVEIRA, P.S.

## BOOKS LOOK GOOD

**L.U. 611 (i,o,u,t,c,n,v,j,c,t,t,s,p,a&e,s), ALBUQUERQUE, NM—**Awhile back Raymond J. Lucero, a journeyman lineman with the Jemez Co-op, received the IBEW Lifesaving Award. Bro. Lucero was driving along the Rio Grande River when he heard someone calling for help. A woman and her five-year-old son, along with other family members, had tipped over in their raft. The woman was holding her son in one arm and grasping a tree limb with the other. Bro. Lucero tried to pull the child to safety, but the mother panicked and would not turn the boy loose. Bro. Lucero then jumped into the river, where he was able to lift both the mother and her son to safety. Except for being cold and extremely fright-



During a late fall of 1993 manpower shortage, Local 557, Saginaw, MI, Bros. Mark Kreiger (right) and Don Loiselle (second from right) were joined on a construction job by Local 692, Bay City, MI, members Randy Joharoe (left) and Don Midlke (second from left).



Local 595, Oakland, CA, members employed by Bawen Electric on the job to wire the Sybase Inc. warehouse: from left, Art Hernandez, Mel Lehman, Billy Joe Byrnes, Kris Ramos, Rob Vandervander and Lenard Martinez.



ened, both were unhurt. Great job, Bro. Lucero!

As of this writing the books were looking good, with calls coming in regularly. Both Masthead and Shawver & Sons had put in quite a few calls recently. Our organizing efforts seem to be putting the hurt on the nonunion sector, DKD, one of our biggest nonunion competitors, is talking to the hall about manning their projects. The day book number has changed, because our local has a new phone system that requires use of a touch-tone phone. When you dial (505) 255-8653, a recording will give you further instructions.

Bill Belvin resigned from the JATC, and Margarito Aragon was appointed to fill the position he vacated.

Dave Baca had a bad spill out at the Motorola project, causing him to be out of commission for a while. The last I heard, Dave was making a good recovery and is anxious to get back to work.

Local 611 will not have a graduating class this year because of the change to a five-year program.

Attendance at union meetings has increased significantly. If you haven't been to a meeting in a while, come by and see what is happening.

We extend our condolences to the families of the following members who have passed away: Francis E. Duren, James Floyd Stults, Harvey W. Newton, Shelly A. Dodson, Ivan L. Whitmore, William F. Simpson, Luis A. Valdez, Cecil R. Scott, William S. Pamplin and Louis Olivas.

DARRELL J. BLAIR, P.S.

was also provided on the proper use and interpretation of metering equipment, and on related testing and trouble-shooting. The study of theory and of technological changes of the future were interesting as well.

Our communications group, Phone Masters, has grown considerably in related fields. We look forward to working in the growing field of fiber optics. Many thanks to Terry and Karen for their time, and also to Ed Davis of Phone Masters for the use of his equipment and the demonstration of emergency splicing methods.

At this writing positions for delegates to the Greater Madison County Federation of Labor are open and need to be filled. Those who are interested in serving in that position may contact Pres. Roger Laughlin.

Welcome to new Local 649 members Karen Davis, Michael Hackett, John Ring, Jerry Ronder and David Admire.

Please sign up for COMET classes at the hall. All members are invited to participate.

Our sincere condolences go to Bro. Joe Elliot, an electrician at Olin, on the loss of his son, Bro. Rich Parker is recovering from a broken leg, and Bro. Bob Hausman is recovering from surgery. Best wishes for a speedy recovery to Bros. Terry Brown, Don Ansell and Dick Roesch.

Congratulations to Bro. Floyd Kruse on his retirement. Best wishes for much happiness in the years ahead.

Remember upcoming elections; register and vote.

T.W. WILHITE, P.S.

A number of members have retired in the past few months. We bid a fond farewell and best wishes for a happy retirement to the following: Fred Martinez, from the Canon City District; and from the Pueblo District, Colbert Dixon, Carl Filler, Albert Fratterelli and Gaetano Runco. Taken all together, these Brothers have a combined total of 169 years as members of Local 667. Bros. Fratterelli and Runco will be especially missed; between the two of them, they have served the local in one type of official capacity or another for a combined total of 73 years.

Colemda Fratterelli has resigned as local union treasurer to accept a position as supervisor of System Operations. To fill that vacancy, Sandi Cresswell has been appointed as treasurer. Sharon Jobs is now publicity secretary, a position previously held by Sandi. We wish everyone well in their new positions.

SHARON JOBS, P.S.

## BRO. KERRY RESCUES BOATERS

L.U. 697 (i), GARY AND HAMMOND, IN—At the February union meeting Bro. Kerry Erny was presented the IBEW Lifesaving Award. Kerry was recognized for his quick thinking and unselfish effort in saving three boaters. While on a fishing vacation at Lake of the Woods in Ontario, Canada, Kerry and his brother were "island ducking" to stay out of the two-foot white caps created by the 20 to 30 mile per hour winds. Their destination was 10 to 12 miles from camp. As they carefully made their way along through the wind and rain, Kerry noticed something about a quarter of a mile from his boat.

What at first looked like a rock turned out to be the bottom of a capsized boat, to which three men were desperately clinging in the cold water. It was difficult to come alongside the capsized vessel without crushing the men between the two boats because of the heavy waves. Kerry finally maneuvered into position, and they were able to pull the first man aboard. It took another five minutes of maneuvering to get the other two men into the boat, and they had already been in the water for quite a while causing a teeth chattering cold.

Kerry and his brother gave their jackets, and a third jacket stored in the bow, to the three shivering men. It took another 45 minutes to secure a rope to the overturned boat and tow it to a point down the channel and out of the wind. There they were able to get the

victims on shore and start a fire to warm them. After righting their boat Kerry took the three men back to their camp eight miles away.

The rain, wind and rough conditions on the lake, as well as the danger of hypothermia, could have resulted in death had it not been for the quick thinking and willingness to help shown by Kerry and his brother. It is also important to note that in the almost one hour involved in the rescue, not another single boat came by. Kerry's actions bring honor to himself and his family and to the IBEW.

Don't forget Mother's Day on May 8.

DAVID A. SODERQUIST, P.S.



Local 915, Tampa, FL, Bus. Mgr. Gary Hill observes a session of the fiber optics course held in January. Seated from left are journeyman wiremen Jim Dieringer, Kevin Mathes, Mike Davis and Marty Carey.

## FIBER OPTICS COURSE

L.U. 915 (i&mt), TAMPA, FL—On Jan. 11 and 12 we graduated 10 journeyman wiremen from our most recent Amp-Act Lan Fiber Optics Course. Two full-time instructors conducted this two-day workshop, which was in session for eight hours each day. The course covered coax connections, terminations, and testing of all fiber optics installations that are used in local area networks. Congratulations to the following members who completed this course: Marty Carey, Lou Condor, Mike Davis, Wes Startt, Jesus Alvarez III, Bill Higel, Kevin Mathes, Jim Dieringer, Wade Lewis and Gerald Gray.

Our Credit Union continues to grow. At our annual meeting on Feb. 18, it was reported that assets exceed \$20,000,000. More than 450 loans were made in 1993. Our credit union membership exceeds 2,300 people. At the February meeting, Bro. Clarence Becher and his wife, Anna, won the color-TV door prize.

On Feb. 10 IBEW Construction Organizing Dir. Jim Rudicil presented an organizing and salting seminar for the Florida Gulf Coast Building and Construction Trades Council. The seminar was held in two consecutive meetings at the Local 915 union hall. The daytime seminar was attended by 42 members of the Building Trades; the evening seminar was attended by 93 Building Trades members. Over half of those in attendance were IBEW members. As usual Jim did a great job, lost his voice, and motivated a lot of complacent people! Other crafts are seeing that business as usual isn't getting the

Local 649, Alton, IL, Bros. Eric Benifield and Chris Gisson, assisted by Sister Karen Davis, make fiber optic jumpers.



## FIBER OPTICS CLASS

L.U. 649 (i,o,u,rts,spa&lett), ALTON, IL—Congratulations to our new local union treasurer, Randy Malone. We wish him the best as he carries out his new duties. Many thanks to Bros. Doug McCormick and Mike Wright for expressing an interest and devoting their time to seek office, also. Our former treasurer, Bro. Fred Redd, decided to step down from that position and is no longer in the hall as assistant business manager. We thank Bro. Redd for the energy he devoted to that office and are sorry to see him leave. We also welcome Bro. Jack Tueth in his return to the position of assistant business manager.

Local 649's first fiber optics class for wiremen was held in February. The class was taught by Bro. Terry Davis of Phone Masters. Terry was assisted by Sister Karen Davis, also of Phone Masters. Those in attendance learned techniques in fusion-splicing optic cable and how to secure cables properly for installation into raceways. Instruction

## OFFICER'S TRAINING CLASS

L.U. 667 (u), PUEBLO, CO—Eighth District Int. Rep. Kermit Dacus presented an officer's training class for Local 667 on Nov. 18, 1993. Our thanks to Bro. Dacus for an excellent presentation. We had 100 percent participation by our officers.



Local 667, Pueblo, CO, Pres. Mike Spinuzzi (left) and Bus. Mgr. Guy P. Runco (right) present service appreciation plaques to Bro. Albert Fratterelli (second from left) and Bro. Gaetano Runco (second from right).



job done. New ideas and programs must be developed if we are to overcome the dilemma all building trades are in. Keep up the good work, Jim. We look forward to a return visit!

ROBERT J. KAISER, P.S.

## 50-YEAR AWARD

**L.U. 949 (u&t), BURNSVILLE, MN**—Retired Bro. Clarence Friedrichs, who was a lineman with Northern States Power Co., received a 50-year IBEW pin and certificate in honor of his years of service to the union. Bus. Mgr. Jay Friedrichs, who is the son of the elder Friedrichs, made the special presentation to his father.

Congratulations, Bro. Friedrichs! We wish you many more years of a happy and healthy retirement.

RAY TURNER, P.S.



Local 949, Burnsville, MN, Bus. Mgr. Jay Friedrichs (left) presents 50-year service award to his father, retired Bro. Clarence Friedrichs.

## BRO. ANDERSON MOURNED

**L.U. 965 (u&em), MADISON, WI**—Local 965 grieves the death of one of its most dedicated members and faithful officers, Bro. Harlowe Anderson passed away, following a long illness, on Feb. 4 at the age of 66.

Bro. Anderson was president of our local from 1957 to 1977. Following a three-year furlough, he became an active Executive Board member and served in that position from 1980 until his retirement in 1989. He served on several local union committees, and he represented Local 965 in at least 12 negotiations and numerous arbitrations. Many things Local 965 members enjoy today are by-products of Harlowe's efforts. Even after he retired, Bro. Anderson never stopped caring about the local and its members.

Harlowe was a true trade unionist, who gave 29 years of dedicated service to his local union. He was concerned about the advancement of unions, about this local, and about workers as a whole. He was proud to be a union worker and a member of the IBEW.

By trade, Bro. Anderson was an electrical technician for Wisconsin Power and Light in Madison, where he had 38 years of service. He was active in VFW Post 7591 and loved golf and bowling. Harlowe was a loyal friend to all the members of Local 965, and he is sorely missed.

Our deepest sympathy goes out to

Bro. Anderson's wife, Joyce, and their family. Please know that our thoughts are with you.

MIKE PYNE, V.P.

## MEETING THE CHALLENGES

**L.U. 1049 (u,o&left), LONG ISLAND, NY**—Non-utility generating stations (NUGS) that are nonunion and unregulated, and the looming threat of further deregulation, could change the industry as we know it. There is very little concern for workingpeople and what they mean to the community they live in or the businesses they help support.

Our future will be secure if we plan to meet these challenges in 1994 by forming a blueprint, organizing the nonunion NUGS, and supporting favorable legislation.

To start this plan in action, our officers, Executive Board members and staff—with the help of the IBEW Education Dept.—are planning a seminar and formulating a blueprint for 1994 and beyond that will be brought back to the membership.

Bro. William Graham, our organizer, has taken courses on organizing and is leading the battle to organize the NUGS and other nonunion competition in our area. He is presenting the IBEW sponsored COMET and MEMO programs to officers, shop stewards and members.

Bus. Mgr. Richard Redmond and Pres. Mark Gallagher are on a committee that is fighting for legislation in the New York state Legislature to regulate NUGS.

The COPE Committee is continually tracking legislation and actively raising funds to support labor-friendly candidates. This year there are very important elections for the state Senate and for governor. Protect your future; get involved and know the issues.

Support your union—participate in the COPE Golf Tournament and the picnic.

After an extremely slow winter, the work picture for our outside members is beginning to improve.

See you at the next general meeting.

WARREN E. O'NEILL, P.S.

## DENTAL PLAN AVAILABLE

**L.U. 1055 (u), PENSACOLA, FL**—We welcome new members John Schifko and Samuel C. Lynch Jr. to our local and to the IBEW. Our union strength is dependent upon the support of all individuals.

Bro. David Davis utilized his quick thinking and expertise to save the life of a loved one. Bro. Davis' grandson, Chance Gillespie, stopped breathing without apparent cause. Bro. Davis administered lifesaving CPR and took the child to the emergency room. Had it not been for Bro. Davis' presence and his clear thinking, the end result may have been much different. All members are encouraged to take any CPR course available to them. Very often the lives saved are those of a Brother, a Sister, or a loved one.

Congratulations to Bro. Ross Williams, who has been re-elected as a

Florida AFL-CIO district vice president.

A dental plan is now available to our members. This plan, which works very much like an HMO, is a viable alternative to the traditional high cost of most dental care. Further details are available from the E-Board members, local officers and many stewards.

We mourn the passing of a long-standing union member, Bro. Albert Williams. Bro. Williams served as a meter reader in Fort Walton Beach. We extend our deepest sympathies to his family and loved ones.

JAY M. SMITH, P.S.

## GOLD PIN MONTH

**L.U. 1147 (u&mo), WISCONSIN RAPIDS, WI**—January was Gold Pin Honor Month. Congratulations to all those who received awards for their years of service with the IBEW. Twenty-year members are: Dale DeSloover, John Estlund, Robert Kelley, Gene Anderson, Jerome Pelot and Steve Yusten. Those with 25 years are: Audrey Phillips, Lester Leece, Donald Mann, Tom Parker, James Ringer and Wayne Wesenberg. Neal Carter and Thomas Johnston are 30-year members. Roger Aton and Jerome Hoffman are 35-year members.

Contract negotiations are at hand. Remember to support your Negotiating Committee. They need your solidarity and support. A strong union is one where all members work together for a common goal. Please attend all meetings to add your input, and remember to be there for all contractual votes. The Negotiating Committee needs our backing.

Support your local union, and buy union-made products!

ROBERT TOMCZAK, P.S.



Local 1245, Walnut Creek, CA, member Jaime Osorio (at left, hoisting sign) joins dozens of other unionists in an informational picket outside a state office building in San Francisco to urge enactment of a strong ergonomic safety standard.

## PROPOSED SAFETY STANDARD

**L.U. 1245 (o,u,t,catv,govt,pet&left), WALNUT CREEK, CA**—Jaime Osorio, a line clearance tree trimmer fore-

man with Asplundh Tree Expert Co., testified on behalf of Local 1245 at a recent public hearing on the establishment of ergonomic safety standards for the state of California.

Osorio, a 10-year IBEW member, told the Cal-OSHA Standards Board in written testimony that tree trimming is one of the many types of work that put workers at risk of repetitive motion injuries. Enactment of a strong ergonomic standard, he said, would give workers some protection against these injuries.

At a noontime rally outside the state office building where the hearing was conducted, Osorio joined other union activists—many of them victims of repetitive motion injuries—in a spirited rally and informational picket line.

The proposed standard has drawn a great deal of interest from labor, business and health-professional organizations. Repetitive motion (or cumulative trauma) injuries now constitute about half of all new workplace injuries and illnesses in the United States. The rise in these injuries is linked to the growing use of desktop computers, although many different work classifications represented by Local 1245 are at risk.

If Cal-OSHA enacts the proposed standard, it could influence the content of the federal ergonomics standard now under consideration by the national Occupational Safety and Health Administration.

ERIC WOLFE, P.S.

## THANKS TO RETIREES

**L.U. 1249 (o,u,t,catv,i&left), SYRACUSE, NY**—On Nov. 26, 1993, Bro. Bobby Shutter, who served our local as president, unexpectedly passed away. He was a 35-year member of the local and a popular president. He was extremely dedicated and was also this local's apprentice coordinator and the safety supervisor. Bro. Shutter is sorely missed. We extend our deepest sympathy to his family.

Other Brothers who have recently passed away include Donald Brooks, William Hamilton, Lionel Lafave, Meryl McBride, Charles McCullagh, John Wing and Thomas Tribou. A contractor and good friend of the members of this local, Maynard Banks, also recently passed away after an extended illness. Our condolences go out to the families of each of these Brothers. We will miss them.

Our work picture was slow during the winter, but at the time of this writing in early March, it appeared that work would pick up some in the spring. We hope with warm weather the traffic signal work will begin again.

The local has held COMET classes in Albany, Buffalo, Newburgh, Plattsburgh and Utica. We also held four classes in Syracuse. Members who attended the classes have been extremely positive in their attitude toward organizing, and many have expressed a desire for more informational training like this.

The Local 1249 Active Retirees Club (ARC) members held their first out-of-state get-together in March when all the snowbird retirees gathered in Glen Haven, FL. The way this winter has gone, all of us up here in New York



would have liked to have been with them. A big thanks to the retirees who took charge of organizing and making arrangements for the dinner party. Thanks, guys, for what you all have done for us.

RICHARD FULTON, P.S.

## UNION PICNIC IN JUNE

**L.U. 1289 (u), LAKEWOOD, NJ**—The Shop Stewards Round Table held in Lakewood went well. We will try to start the same program in Oyster Creek.

All our monthly meetings will now be held at the Local 400, Asbury Park, NJ, union hall located on Route 38 in Wall Township. We meet the third Tuesday of each month.

Volunteers are needed for the Lineman's Rodeo to be held June 25 at Monmouth County Fair Grounds.

We held an Easter Egg Hunt for the children of our members on March 26. The union picnic is scheduled for June 11. At this printing, a date had not yet been set for the shop stewards and officers dinner. Solidarity Day will be celebrated on Nov. 19.

We need everyone's involvement and participation to make these events a success. Join a committee and help out.

LOUIS E. SHERMAN, R.S.

## LIFESAVING AWARDS

**L.U. 1307 (u), SALISBURY, MD**—On Aug. 26, 1993, Bros. Fred Bramble, Jim Dayton and Dolan Hurley conducted a rescue from the Nanticoke River. At approximately 9:30 a.m. that morning, two Maryland Department of the Environment employees were observed floating down the river in front of the Vienna Power Plant on their capsized canoe, and they were obviously in need of assistance. Bros. Bramble, Dayton and Hurley responded quickly to the situation. With the appropriate safety equipment, they boarded the boat kept at the plant and traveled out to the capsized canoe. They rescued both parties from the river and set their canoe upright. After making sure everyone was all right, they safely returned the boaters and their canoe to the boat ramp in Vienna.

As a result of their successful rescue efforts, Bros. Bramble, Dayton and Hurley were presented with the IBEW Lifesaving Award. Congratulations to these Brothers, whose quick thinking and speedy action saved the lives of two individuals.

Congratulations and best wishes to Bros. John Bridgers and Garry Davis on their recent retirement.

Bro. Bridgers was hired as a journeyman lineman in Ocean City on April 1, 1974. On Oct. 19, 1981, he was awarded the job as trouble serviceman in St. Michaels, where he also served as shop steward. John remained in this position until his retirement on Dec. 1, 1993.

Bro. Davis began his service with Local 1307 as an apprentice "A" in Harrington on Jan. 20, 1986, with Delmarva Power's purchase of Lincoln Ellendale Electric Co. He transferred into our local as an "A" member from Local 126, Philadelphia, PA. On Feb. 9,

1987, he was promoted to the position of journeyman lineman and remained in that position until he retired on Dec. 1, 1993.

Until next time: save jobs, limit imports.

EDWARD D. SPARKS JR., F.S.

## THREE-YEAR CONTRACT

**L.U. 1347 (u,ees&em), CINCINNATI, OH**—We recently completed contract negotiations. Although I did not have the details at the time of this writing, I can report that we have a new three-year contract with an increase of benefits and wages. Thanks to the Negotiating Committee for their hard work.

Our ongoing efforts to organize the workers of the local cable-TV company have been going well. With the help of Pres. Tim O'Leary and the Fourth District office, we are growing ever closer to increasing the membership of Local 1347.

To aid in the organizing efforts, the local has offered extensive MEMO training at the union hall. Fourth District Int. Rep. Tom Curley conducted the training sessions. We hope to proceed with the organizing of other cable-TV workers after we secure this particular group. We all must understand the importance of increasing our membership nationwide. We are the only ones who can increase our ranks. It is up to us to promote and sell the union concept. Also, remember to look for the union label.

A number of our local union members travelled to Somerset, KY, to help restore power to that area following the February ice storms that swept the nation causing extensive power outages. Our members were quick to respond and help restore electric service to the public, both in our area and on the road. We commend them all for their efforts.

KENNY GROSS, P.S.

## ACTS OF KINDNESS

**L.U. 1359 (u), CHICAGO, IL**—With this month's article, we would like to acknowledge some very special people for their acts of kindness and compassion.

First, we would like to recognize Bro. Steve Clementi, a member of our local who is known for expressing his opinions and taking a stand for his beliefs, even if they may be unpopular. But, there's another side to Bro. Clementi that often goes unnoticed. That is his great desire to help lift the spirits and brighten the lives of countless needy children in our community. Every year at our station, Steve spearheads the collection of toys for convalescent children at Shriners' Children's Hospital. Bro. Clementi has been committed to this effort for the last nine years, and he vows to continue this work as long as there are children who just need someone to care.

Secondly, we wish to congratulate the Local 1359 members at Station 13-Crawford for having won two prestigious "Crusade of Mercy" awards. For

the last six consecutive years, those members have won the "Participation Award," which goes to the generating station with the highest percentage of membership participation in terms of contributions to charity. This year, 89.2 percent of Station 13's members contributed.

The "Mercy Award," which goes to the station with the highest increase in average contributions, also went to Station 13. The station increased its contributions by 18.1 percent, for a total contribution of \$40,000 toward helping those in need.

Our third salute goes to Bro. Jim Luna on his retirement. Jim is a man of integrity and character. He has always exemplified the true spirit of brotherhood in his dealings with fellow union members. We at Local 1359 are proud to call him our friend and Brother. Best wishes in the years ahead, Jim.

JAMES E. FORD, P.S.

## LINEMEN NEEDED

**L.U. 1439 (u), ST. LOUIS, MO**—After months of negotiations, we finally have a contract with Union Electric Company. Thanks to the Negotiating Committee for all their hard work. And thanks to the members for their strong support.

We start another set of negotiations with the Associated Natural Gas Company. With hard work and strong member support, we can reach an agreement for our members at ANG.

Pres. Leo Beishir has formed several task-force teams to help the local look into issues facing us today and in the years to come. Please support the members of these teams in any way you can.

The Local 1439 annual picnic is set for Sunday, June 26 at Creve Coeur Park. Mark your calendars for this date. Bring your family and enjoy the day.

Also mark your calendars for monthly union meeting dates. It's your union; attend the meetings.

It is with sadness that we report the passing of the following Brothers: Paul D. Rhodes, John Hecht and Richard E. Schrick. Our deepest sympathy goes out to their families. May they rest in peace.

**Please note:** Our area is experiencing a shortage of linemen with distribution experience. Linemen who are looking for work may contact our local.

DAVID PIPPIN, P.S.

## HOME SWEET HOME

**L.U. 1501 (em,mo,rs,ees&pet), BALTIMORE, MD**—In the current economic

climate, it can be difficult for local unions to save enough money to purchase their own local union hall. But I would encourage every local to keep the dream alive. Put it on the back burner if you have to, but continue to aspire to have your own building one day.

Here at Local 1501 (located in Cockeysville, MD, just outside of Baltimore) we have achieved the dream of owning our local union headquarters. Our building is on a well-traveled road, and the IBEW banner proudly flies alongside the stars and stripes. Our sign proudly proclaims who we are. We have rented our second floor, and this income is helping pay off the mortgage.

Our members are scattered far and wide because our local has jurisdiction at race tracks and other gambling facilities in the United States, Canada and neighboring countries—plus at the space program at Goddard Space Flight Center in Greenbelt, MD, and at Cape Canaveral, FL. When we have an Executive Board meeting, our officers travel long distances, sometimes the length and breadth of North America. When they gather in our headquarters building, it's like a family gathering at the old homestead. It is indeed home, and every member who contributes to its payment can take pride that Local 1501 has sunk its roots into the community and we have our own home.

THOMAS J. ROSTROWSKI, P.S.

## LOCALS MERGING

**L.U. 1515 (u), DIXON, IL**—Well, summertime is almost here. We have experienced a long and hard winter, especially our meter readers who were forced out in the most severe weather many of us have ever known. With the grievance process, we hope that will not have to happen again.

This is the month we are to hear about our 17 locals merging into one. Lots of questions will be answered soon.

I have truly enjoyed my short time as press secretary for Local 1515, and I hope you've enjoyed reading the articles. This is not to say that I won't continue to do so if it fits into the plan of the International. I would like to congratulate Local 1367, Chicago, IL, member Rich Rubas for his 19 years of writing for the journal. What an accomplishment, and what dedication.

So much change is taking place, it's hard to keep track of who is coming and going. Many of our linemen are in new positions or new stations, due to the CDC/DMC transformation. Many familiar and helpful faces in the office are gone, due to centralization. Who knows what the company has in store next.



The Local 1501, Baltimore, MD, headquarters building.



We express our sincere sympathy to the family of Larry Croft. I understand that Larry was a proud lineman. He is sadly missed by friends and co-workers.

DEBBI WHITES, P.S.

## CLASS OF 1994 GRADUATES

L.U. 1579 (i&o), AUGUSTA, GA—Spring has sprung, and so has our Class of 1994 graduating apprentices. Congratulations, graduates! There is always a sense of excitement and apprehension at the end of any journey, and so it is after five years of apprenticeship. Each of you graduates set out to become union electricians, and now you've



Local 1579, Augusta, GA, graduating apprentices in the Class of 1994.

accomplished your goal. You've met the standard and earned your "Kleins," as it were. Now you are ready to put your skill to work as journeyman wiremen.

A new journey with new challenges awaits. Many of you will leave our jurisdiction to ply your trade across the country. Always remember as you travel that you're part of a Brotherhood, strong and proud, ever ready to stand united for the good of all members, regardless of geography.

As you find employment in other jurisdictions, always accept offered hospitality with gratitude and respect, and never forsake our laws and standards for personal gain or benefit. Remember, too, that we are bound by oath, at our obligation, to uphold the spirit of the IBEW and to never sacrifice its interests. We should be careful to maintain our integrity as loyal union members, both at home and on the road. Again, congratulations and good luck, Class of '94.

DAVID A. ALEXANDER, P.S.

## CONTRACT NEGOTIATIONS

L.U. 1701 (i,o,a,eess&catv), OWENSBORO, KY—Our contract with Big Rivers expires on Oct. 14. Members should be familiar with the issues involved and submit any suggested contract language changes for the upcoming negotiations. You may voice your concerns and ideas to the local union office, the officers, chief stewards and members of the Negotiating Committee. Attend all union meetings and strengthen the bonds of our Brotherhood through unity. Your chief stewards are: Bros. Rick Burcham, Jim Cheatham, Jim Gregory, Tommy Howard and Ron Walsh.

Bro. Hugh McCormick was elected as a magistrate of Henderson County.

Bro. McCormick was the former recorder for the Big Rivers Unit, and he was a member of the Negotiating Committee. It's always nice to have a fellow Brother in an influential position. Let him know of your concerns and suggestions.

We are saddened to report the recent deaths of Bros. Carl L. Spangler and Dallas E. Osborne. Our sincere condolences go out to the families of these Brothers.

Bro. Robert P. "Bob" Risley, our former treasurer, received an early disability retirement. We wish him all the best in the years ahead. Bro. Gerald "Jerry" Frey was appointed as treasurer for the remainder of the term.

Local 1701 recently renewed its membership with the Owensboro-

Daviess County Labor Management Committee. Labor law classes were held in February and March at the union hall.

We are still negotiating for our first contract with Century Cable here in Owensboro. We originally had 24 employees in that group. Negotiations are extremely difficult, and the outcome was uncertain at the time of this writing in early March.

Our local is preparing to accept a minimum of eight new apprentices through our normal selection process, and up to seven additional apprentices through organizing efforts.

At the time of this writing the local was trying to organize enough members so that we could rent a bus in order to attend and support "Resurrection Day," the Kentucky State Building and Trades Rally in Frankfort on March 15. The rally was planned to show that labor is alive and well in Kentucky.

JUDY K. EASTON, P.S.

## CONTRACT RATIFIED

L.U. 1733 (o&u), FREDERICTON, NB—I was recently appointed as press secretary for the remainder of my term on the Executive Board. I urge all unit chairmen who have items of interest for publication in the *Journal* to forward the information to the local union office.

Our members ratified a contract agreement with NB Power on June 4, 1993, following a long, drawn-out process. Negotiations began in November 1992, and the first tentative agreement was rejected by the members.

From that point a conciliator was appointed from the PSLR. Through this process we came out with a signed document stating that a study will be



Local 1733, Fredericton, NB, members Kevin Desaulnier and Gary McLaughlin remove the turning gear assembly of the 350-megawatt turbine generator at Caleson Cove Unit #2 during an annual outage in 1993.

completed by July 1994 on the trades and related classifications, with any changes to rates being implemented by Jan. 1, 1996. Otherwise, this matter will be subject to negotiations at that time.

We also got some word changes; improvements on overtime and vacation; and a reclassification for "lead hand" of 2 percent. The three-year agreement provides for wage increases of 1 percent, 2 percent and 5 1/4 percent in each respective year.

Congratulations to the Negotiating Committee for a job well-done under the circumstances at hand. Those who served on the committee are as follows: Bus. Mgr. Larry Calhoun; Pres. Clinton Sharpe; Unit Chairmen Eugene McKenley, Don Cormier and Al Seelye; and Executive Board members Jim Partington, Brent Firlotte, Robin O'Neil, Gary Rideout, Elwin Clouston, Steve Morrissey, Jim Hunziker and Bill Hughson.

The Lineman's Rodeo was cancelled last year due to lack of participation. We need 10 teams to hold the event, and only eight teams entered. The Rodeo Committee is trying to save the rodeo by making appropriate changes in the dates and rules. We hope a revitalized event will be back next year with a team heading state side to represent New Brunswick. Please start thinking of putting a team together for this year's event.

Congratulations to former Local 1733 member Jim Savo, who was the shop steward at Unit #5 Tracadie, on his success on an electrical mechanics bid under the jurisdiction of sister Local 2309, Fredericton, NB. Good luck, Jim, and keep thinking union.

Due to recent downsizing by the corporation, we lost approximately 40 members—either through voluntary separation or early retirement. Many of these members were pioneers of our local. Now it's up to us to carry on. They did their part over the years, and now we must do ours. We cannot become complacent. Attend your unit meetings.

GORD SIMPSON, V.P.

## WELCOME!

L.U. 1907 (em), FINDLAY, OH—Our congratulations and best wishes go to Local 1907's newest member, Joseph A. Sharrer, who is in electronic equipment maintenance.

Since our last report, 31 additional members have been called back to work. It has been quite a while since we last saw these members. We welcome you all back to work!

Best wishes and welcome to our new vice president, Geraldine Kish. We also extend congratulations to our recently appointed Executive Board Secretary, Wayne Smith, and to new Board members, Ethel Harris and Sue Breidenbach.

The Valentine's dance was a huge success. Everyone had a great time. Remember our raffle for the VCR? Margaret Mize won the treasure. Congratulations, Margaret! We all hope you get a great deal of pleasure from it.

Local 1907 is saddened to report the recent death of member Anna Führer. We extend our deepest sympathy to her family.

SHIRLEY BOWER, PRES./B.M.

## CONGRATULATIONS, BRO. SILVERTON

L.U. 2145 (govt), VALLEJO, CA—Hello to all Sisters and Brothers everywhere. We hope everyone is gainfully employed.

Our hard-working advocate for the rights of workers, Bus. Mgr. Dan Silverton, has retired from Mare Island Naval Shipyard following a career of 34-plus years as a civil servant for the Department of Defense. He will retain his position as business manager of the local until Mare Island closes in April 1996.

Bro. Silverton began his career with the U.S. Navy in 1959 as an I.C. electrician on board the ship *USS Montrose PA-212*. After he left the Navy in 1963, he went to work at Mare Island as a Shop 51 helper electrician, only to be laid off the following summer of 1964. Two months later he was hired back at Mare Island as a marine electrician apprentice, again for Shop 51. In 1969 he was promoted to become an instrument mechanic and remained in that position until his retirement from Mare Island on Feb. 25 of this year.

I first met Dan in the Instrument Shop when I came to work at Mare Island in 1975, and I remember him as a motorcycle biker with an attitude and a big knife. Lucky for us all, Dan redirected his frustration at work; he became a steward in 1975 and directed his energies toward resolving conflicts and grievances through the union. He has served the local as business manager since 1977, the year he was first elected to that office.



Local 2145, Vallejo, CA, Bus. Mgr. Dan Silverton.



To all workers who know Dan and to all the managers who have sat in on grievances with him, he is respected as one tough individual who traded in his knife for a pen. He has taken us all on the "Zone Tours" every month in the local's newsletter, *The Megger*. In that publication, he has exposed the evils all around us and brought us back to the light at the end of the tunnel. Thanks, Dan. Enjoy it, as it's time to ride.

TOM WATSON, P.S.

## WORK LOOKS GREAT

**L.U. 2287 (em), OXFORD, OH**—Our work picture continues to thrive. Orders are way up, which means we

have had an abundance of overtime. This has been great for our local. The company recently hired 20 new employees, and it may hire even more by summer.

It's election time for union officers again. Nominations will begin in May at the monthly union meeting. The election will take place in June, and newly elected officers will take office in July.

JEWEL D. FLETCHER, P.S.

## TALKS CONTINUE

**L.U. 2337 (u), FAIRFIELD, TX**—External forces continue to pressure bargaining unit security. The Competitive Action Program (CAP) continues to pressure groups to do more with less.

The initial "buy-out" option reduced the overall payroll by about 4,500 employees. The Unit 3 stack collapse at MOSES—which resulted in the closure of the Thermo Mine, reduction at the plant, and reductions at the MOM North and South Mines—impacted another 240 or more employees. Now, the Public Utilities Commission (PUC) final rate order has brought us to those same crossroads again.

At the time of this writing in late February, the company had committed to meet with the local union prior to making any unilateral decisions or layoffs within the bargaining unit. These meetings would be to exchange factual information and provide the union the ability to have an input and hopefully minimize the negatives of additional cost-cutting actions.

Other factors that have driven the current company actions are state pressures regarding gas vs. lignite, and the lower freight charges for shipping Western coal. In addition, Independent Power Producers (IPP) and Co-Generators (Co-Gens) are more than just "competition." "Wheeling" (letting others use our transmission lines) can be good, but the extent of wheeling could turn a major utility with uncontested customer service commitment and ability into a traffic cop for fly-by-night spot market speculators. Union officials are monitoring each day's activity, and talks with the company continue. At this writing, the Utility Coordinating Council-4 had most recently met with the company on Feb. 11.

STEVE AUSTIN, PRES.

## SUPPORT TO RETIREES

**RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY**—The Association business meeting of Dec. 7, 1993, was meaningful and instructive. Reports were read on the activities of the National Council of Senior Citizens; on the N.E. Regional Convention; and on the annual retirees luncheon held at the Hilton Hotel in New York City on Oct. 26, 1993. Of the 21 new pensioners who retired, 16 elected to join chapters. Their checks and cards were distributed to the regional chapter.

The retirees club of former Local 501, White Plains, NY (which in 1993 was amalgamated into Local 3, New York, NY) is now the Westchester/Fairfield Chapter of Local 3—the 14th such chapter.

A primary purpose of the Retirees Association is to provide support for any retiree requiring same for any reason. However, chapters can only monitor those they know about. Non-members cannot be watched; they should join a chapter. The Joint Industry Board will enclose a letter with pension checks asking that retirees join a chapter for their own benefit.

Chapter officers reported on the regular business and activities of their respective chapters. Chapter activities include, but are not limited to, the following: free flu shots; Chanukah-Christmas parties; guest speakers and lecturers; collations after meetings; celebrations of outstanding events, such as the marriage of a child; the "55-alive" driving course; door prizes, gifts, raffles, and much more.

Strong opposition to Pres. Clinton's health-care proposal is being mounted by interest groups such as insurance companies, medical organizations, hospitals, etc. To protect the health-care program, we must apply political pressure to counteract the opposition. The AFL-CIO, the National Council of Senior Citizens, and other like-minded liberal organizations lobby Congress in Washington. Legislators must be subjected to political pressures in their home districts, at the grass roots level. Statewide organizations do this lobbying on a local and district level. Association Pres. Joseph Jacobson urges all

chapters to join their state organizations.

Give generously to COPE to build a strong war chest.

JACK HALPERN, P.S.

## MEMBERS ENJOY FESTIVITIES

**RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY, NORTH FLORIDA CHAPTER**—The 1993 holiday season was celebrated with a very successful and well attended Chanukah-Christmas party. More than 70 people—members, their spouses and guests—enjoyed a delicious seven-course catered luncheon at David's in Fort Lauderdale, FL. An excellent one-man band furnished nostalgic music from the '30s and '40s, and the dance floor was crowded as guests danced the fox-trot and old-time waltzes.

A short meeting was held before the festivities commenced. Chmn. Anthony Badami called upon committee chairpersons to report on future activities. An announcement of upcoming events included: the combined North Florida Chapter-South Florida Chapter installation luncheon (which was held at David's on March 6, 1994); a one-day cruise to the Bahamas; a weekend at a hotel on Singer Island; and an affair to celebrate the North Florida Chapter's 20th anniversary of its founding.

Chmn. Badami called upon Election Committee Chmn. Jack Halpern to present the official slate of candidates for a two-year term, listed as follows: Chmn. Anthony Badami; First Vice Chmn. Leonard Offner, Second Vice Chmn. and Press Sec. Jack Halpern; Recording/Correspondence Sec. Jack Lipshetz; Fin. Sec./Treas. Edward Lipfert; Sergeant at Arms Irving Greenberg; Deputy Sergeant at Arms Bennett Gold; Trustees Norma Medina, Harry Pincus and Harry Mochine; and on the Board of Directors, George Borenstein, Charles Danelis, Irving Eisenberg, Bernard Feldman, George Green, John

## RETIREES

Kelsh, George Resen, Ruth Rothenberg and Genaro Vega.

JACK HALPERN, P.S.



**Local 11, Los Angeles, CA, Retirees Club Sister Mildred Mercado at the club's annual December holiday party in 1993. She served as chairperson for the event.**

## PLANS FOR 1994

**RETIREES CLUB OF L.U. 11, LOS ANGELES, CA**—It's springtime in California. Our plans for 1994 are well under way, with Retirees Club Pres. Gil Hand and his board working to carry them out.

We are planning our annual August potluck and our December holiday party.

The much-enjoyed "Short Circuit" newsletter will keep our members informed on club and Local 11 news. The newsletter is put together by Dan Coehn, Health and Welfare chair; Alex Ende, political chair; and editors Ralph Larkin and Edna Larkin. Arch MacNair handles printing and mailing.

This is the year to work with our legislative representatives to enact a universal health-care plan.

Our club meets the second Wednesday of each month (except for August and December) at the IBEW-NECA Training Trust Building, 515 S. Ave. 19, at the corner of North Main, in Los Angeles. If you're in sunny California on these dates, come join us; or call (310) 397-5819 for information.

RALPH LARKIN, P.S.

## JOIN US!

**RETIREES CLUB OF L.U. 24, BALTIMORE, MD**—Extremely cold and hazardous weather conditions forced the cancellation of our January meeting. Pres. Larry Miller had scheduled Medicare representative Brenda Bevins to address the group at that time. Fortunately, her schedule permitted her to attend the next meeting, held on Feb. 15.

On behalf of all the retirees, our gratitude goes to the trustees for the \$10 increase we received in our pension beginning Jan. 1.

We saw an increase in our self payment to the Health Fund last October, which in some cases amounted to over 100 percent. We realize that retirees' claims are high, especially in prescription drugs. Unfortunately, most of us cannot control the cost of medical care any more than we can control getting old and getting sick. We also realize that the trustees cannot control the costs of health care. So it's a difficult situation made worse by the slowdown in construction. Wouldn't it be great if future negotiations could produce contributions for future health benefits for retirees.

These high costs, along with the problems we have with our Medicare claims, are good reasons for supporting national health-care legislation.

Pres. Miller and other officers are attempting to clarify our membership lists. Communications are sent to all, and mailing and handling is expensive and takes time.

Why not attend our Retirees Club meetings and help our new officers with your ideas and contributions.



A bus trip to the Rainbow Dinner Theater is planned for May 3. Other events will be scheduled throughout the year. Please try to join us for a real good time!

Hope to see you at the next meeting.

JACK W. MCCORKLE, P.S.

## 45-YEAR SERVICE AWARDS

**RETIREES CLUB OF L.U. 26, WASHINGTON, DC**—Everyone must certainly be glad to see spring arrive after the harsh winter we endured. We hope everyone came through all right without injury due to the ice. I have not been made aware of any serious accidents among our members.

We are trying to come up with some club activities for the near future.

Six retired members received 45-year service pins at the March meeting. They are as follows: William G. David, John Garner, Eddie James, Robert A. Miller, Robert E. Miller and Howard Thornton. Congratulations to each of them.

EUGENE S. LONG, R.S.



Local 99, Providence, RI, Retirees Club Pres. Ray G. Hausen (standing, fourth from right) shakes hands with Local 99 Pres. Mike Daley (standing, third from left) at a dinner meeting where service pins were awarded. Seated, from left: Thomas McCormick, Paul Jansen, Vice Pres. Ed Rotella, Frankie Carrara and Richard Toner.

## TRIP TO IRELAND PLANNED

**RETIREES CLUB OF L.U. 99, PROVIDENCE, RI**—Our club held a nice dinner meeting in September '93 at the Ramada Inn in Seekonk, MA. We were pleased to have Local 99 Pres. Mike Daley attend the meeting and present service awards to our retirees. Pres. Daley presented 50-year pins to Bros. Thomas McCormick, Paul Jansen, Frank Carrara, Richard Toner and Bill Stromberg. Service pins were mailed to the following Brothers, who were unable to attend: Bill Butler, John Chellel, Ray Carrol and Joe Galatioto. It's gratifying to see the beautiful spirit of brotherhood upheld by our local.

At the November '93 meeting, the retirees held a raffle for gift certificates for turkeys. In December our Christmas party was held at the Ramada Inn in Seekonk, MA. Santa was there for a visit, and the meal was great. All the ladies received corsages.

Our Retirees Club is planning a trip to Ireland scheduled for Sept. 30.

We are saddened to report the passing of Bros. Dan Forestall, Otto Mutter

and Tom Arciero, Our condolences go out to their families. May they rest in peace.

Please join us at our regular meetings, held the third Tuesday of each month at our new union hall in Cranston. The hall is off Plainfield Pike, opposite the junction of Route 295 South, on to Sailor Way.

Remember to keep the spirit of brotherhood strong. May God bless you.

PAT COLUCCI, P.S.

## THANKS TO LOCAL 11

**RETIREES CLUB OF L.U. 211, ATLANTIC CITY, NJ**—We had a long, cold winter and are glad to see the arrival of spring.

I hope the past year has been a good one for everyone and that the coming year will also be good, with lots of work for all.

All the retirees in our club attended the Local 211 Christmas Party last year, and everyone enjoyed the occasion.

The local has been great in helping to make our club a success, so that we

are one big happy family. Thanks to everyone who contributes to our success and unity.

I am writing this article from the Medical Center, where I have lots of time to rest. I hope I have not overlooked any important news. If so, please excuse me this time.

We have had quite a few members pass on. I just learned of the death of Bro. Thomas Ullmer, a member of our club. We will miss him and all the others who have gone on. Our condolences go out to the families of those who have passed away.

THEODORE FLEMING, P.S.

## WE INVITE YOU

**RETIREES CLUB OF L.U. 358, PERTH AMBOY, NJ**—It is with much sadness that we report the passing of two members, Bros. Frank J. Smith and Don Pottenger.

Bro. Pottenger served the IBEW for many years. He was a member of the office staff under past Bus. Mgr. John C. Boll. Upon retiring, he joined our Association and served as recording secretary. An avid golfer, Don was always looking for the perfect golf club.

Bro. Smith served our local well during his working years. He retired early on disability pension and worked very hard to help reestablish our Retirees Club. He was elected president, a post he held for six terms. During those years he helped educate the members and their spouses regarding the various aspects of retirement. Frank was always well-prepared and well-versed in all newly proposed legislation and laws regarding the senior citizen. At the request of former Third District Int. Rep. Grant Tate (now deceased), Bro. Smith also participated in the formation of the New Jersey Retirees Advisory Council (RAC). As our appointed delegate, Frank was elected as the Council's secretary-treasurer.

We'll miss Bros. Smith and Pottenger. Our condolences go out to their families.

We held our first Retirees Club Christmas party on Dec. 13, 1993, at Cryan's in Metuchen. Widows of Retirees Club members were honored on this occasion. Thanks to the committee members for all they did to make the party a success.

We also hosted the December 1993 meeting of the New Jersey Retirees Advisory Council.

Local 358 retirees, if you haven't yet joined the Retirees Club, we invite you to do so. We still meet on the third Saturday of each month at 10 a.m. Join us, and be a part of the group!

STEVE R. SEHEIN, P.S.

## A WELCOME SPRING

**RETIREES CLUB OF L.U. 637, ROANOKE, VA**—For our October 1993 meeting, we met for lunch at the Peak of Otter on the Blue Ridge Parkway. Everyone enjoyed the outing on the Parkway, which is a beautiful place at any time of the year.

In December 1993 the club met for a Christmas treat at the home of the Rowlands. We may try to meet in a member's home each December.

At our Jan. 12 meeting we learned that some club members had been ill. So the Dewitts, the Connors, and the Rowlands took fruit baskets to Dot Shepherd and Mawyer Helm.

On Feb. 9 Bus. Mgr. David Johnson talked to us about the change of carriers for our Health and Welfare Plan.

At this writing Bus. Mgr. Johnson was scheduled to give us more information about our insurance at the March meeting. We also planned to serve finger food at the March meeting and to give out the New Year's book made up by Lee Rowland. Thank you, Lee.

Welcome to our new member, Virginia White. We would like to have more new members and invite all Local 637 retirees to join us.

Hope everyone had a Happy Easter.

LEA BELCHER, P.S.

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)

CURRENTLY ON PENSION  Soc. Sec. No. \_\_\_\_\_

OLD ADDRESS \_\_\_\_\_  
(Please affix mailing label from magazine)

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

FORMER LOCAL UNION NUMBER \_\_\_\_\_

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





Two of the children who attended a Local 639, San Luis Obispo, CA, Retirees Club 1993 Christmas party for children in the Head Start program.

## EXCURSIONS PLANNED

**RETIREES CLUB OF L.U. 639, SAN LUIS OBISPO, CA**—We hope everyone is having a good year thus far.

Local 639 has been very supportive of our Retirees Club, and we certainly appreciate that.

Our 1993 Christmas party for Head Start children was a success, although only about half of the children who were

invited were able to attend because of a winter storm. We invited 315 children. Gifts that were not given out at the party were taken to the mission for distribution to other needy children.

Bro. Red Sundborg has another excursion planned—a four-day, three-night trip to Laughlin, NV. Bro. Randy Clark is making negotiations for a seven-day cruise to Mazatlan and other ports.

We are saddened to report the passing of Bro. Jim McFadden. Our condolences go out to his family.

Retirees Club meetings are held the second Tuesday of each month at 2 p.m.

WILLIAM J. PAPICH, P.S.

## CLUB UPDATE

**RETIREES CLUB OF L.U. 640, PHOENIX, AZ**—We had a very large turnout for our 1993 Christmas breakfast meeting. Our Retirement Board members and insurance trustees were special guests for the breakfast. Pianist Dorothy Skole entertained us with Christmas music during the breakfast, and later she led the whole group in a Christmas carol sing-along. Members exchanged gifts, and we held a drawing for gift certificates. The gathering was a great success.

We had a small turnout for the January breakfast, probably due to the flu season.

We would like to get the word out that when Local 640 members retire, they and their spouses are automatical-

ly members of the "Golden Age Road Runners." We invite all those who have never attended our breakfasts to come to the next one. Circle the third Friday of each month on your calendars from October to May. (We do not meet during the summer.) Breakfast starts at 9 a.m. We'll see you there.

We've celebrated numerous birthdays over the last several months.

In the latter part of 1993, the Golden Age Road Runners club decided to vary our monthly breakfast meetings. One month we have scheduled entertainment, and the next month we spend the whole meeting visiting with our fellow members. At a recent meeting I realized that many club members originally belonged to other IBEW locals. They came here, liked it, and stayed for various reasons. According to my research, the Road Runners club members represent 98 IBEW locals throughout the United States and Canada; 21 of those locals no longer exist.

Congratulations to the following members who recently received service awards: John Wolf and Kent Endsley (55-years); Gordon Feller and Carl Glenn (50-year awards).

We extend our deepest sympathy to the families of the following members who have passed away in recent months: Mike Copsy, Carl Dolton, Dan Dragash, Rolly Alexander, Lewis LaPier, James Riley, Carrol Cox, and Earle McDermid, who was a former president of Local 640.

JAMES J. MACK, P.S.

## OFFICERS ELECTED

**RETIREES CLUB OF L.U. 1504, INDIANAPOLIS, IN**—In March 1993 we elected the following officers for a

two-year term: Pres. Betty Isbell, Vice Pres. Ruby Shuler, Sec. Janet Rhoades, Treas. Edie Majors, Sergeant of Arms Joe Plank. Executive Board members are: Emma Hobson, Carl Davidson, Cecil Rhoades, Robert Marendt and Barbara Marendt.

Our Retirees Club sponsors numerous activities throughout the year. At Thanksgiving and Christmas we hold a "pitch-in" dinner, and our Christmas party features a "grab-bag." In June we hold our annual picnic.

Last year we went to three baseball games in Cincinnati. We took two trips on the gambling boats in Illinois. On a seven-day trip, we visited several places and spent three days at Myrtle Beach, SC. We also had a four-day trip to Branson, Mo.

For our annual charity we made donations of canned goods to the Gleaner Food Bank last year. We also work with United Seniors Action and Senior Citizens Bowling and do whatever else we can to help our fellow members and others.

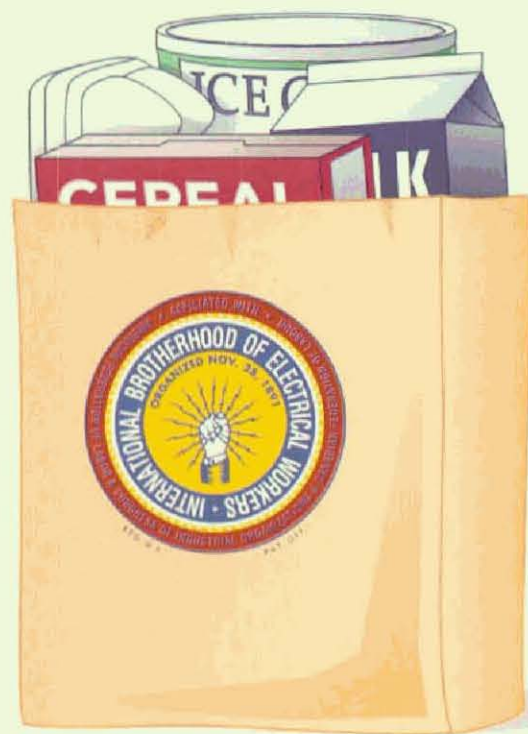
Occasionally our meetings feature a guest speaker or some type of entertainment. Two or three times a year, we play bingo; and annually we have Monte Carlo games of chance and an ice cream social. More regularly—every second Tuesday of the month—we play the card game euchre at the local union hall.

We were saddened by the passing of several members in the past year. Our deepest sympathy and blessings go out to the families who have lost loved ones.

Our club members are looking forward to another successful year of enjoying retirement and having lots of fun together.

JANET RHOADES, P.S.

# WORK UNION



# SHOP UNION

## TRADE CLASSIFICATIONS

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



# Labor's Fight Against Diabetes

*Thanks to DAD's Day, DRI is Now Open*

**W**hat do you get when you combine hundreds of thousands of small acts of generosity with a determination to rid the world of a killer disease? The answer is a new \$15 million research center that will bring a cure for diabetes closer to reality. And it was all made possible thanks to the hard work of the IBEW family and countless other trade union members.

The Diabetes Research Institute (DRI) at the University of Miami in Florida opened its doors in February with a dedication ceremony that reflected organized labor's pivotal role in the event. For eight years the IBEW has joined with the Building Trades and other unions in the annual Dollars Against Diabetes campaign—DAD's Day—along with the other events the AFL-CIO's Building and Construction Trades Department included in their Blueprint for Cure project. The Blueprint for Cure project raised the money needed to open the new state-of-the-art DRI facility.

*The new DRI facility.*

**EIGHTH  
ANNUAL  
DOLLARS  
AGAINST  
DIABETES  
Saturday  
June 18, 1994**

At the dedication ceremony, DRI Chairman Steven Sonberg said, "From the bottom of my heart, and on behalf of those stricken with this disease, I thank...every union member who collected even a nickel for enabling us to realize this dream." Sonberg's words of thanks had special meaning, as his daughter, Caryn, suffers from diabetes.

International President J.J. Barry was among the union leaders at the ribbon cutting and dedication of the DRI. He said, "It is an honor to be part of the ceremony dedicating the building for which we have all worked so hard.... This opening is an important milestone in the fight against diabetes, but it is not the end of the journey. We need to keep working to support the DRI's lifesaving work, and we cannot rest until a cure is found and made available to diabetes sufferers throughout the world."

The DRI is an 87,000-square-foot facility that combines patient care, clinical studies, education, and research. It provides diabetics with the most up-to-date treatment, enables scientists to work with the most advanced research, and enhances professional education and scientific training programs for local and visiting professors from around the world. About 14 million people in the United States have diabetes, and as many as seven million more have not yet been diagnosed with the disease. Diabetes is a leading cause of blindness, heart disease, kidney failure, and comas. An estimated 300,000 people die each year from diabetes and its complications.

"This beautiful new facility should serve as an inspiration to us. It provides living proof of what we can accomplish by working together," said President Barry. "Now we need to finish the job by helping the DRI in its quest for the ultimate prize—a cure for diabetes. Let's make this DAD's Day the most successful ever."

*Below, International President Barry (second from right) and AFL-CIO Building and Construction Trades Department President Robert Georgine (center, white shirt) stand with other union leaders at the DRI's ribbon-cutting ceremony.*



**DIABETES RESEARCH INSTITUTE**  
UNIVERSITY OF MIAMI SCHOOL OF MEDICINE

**ELEANOR AND JOSEPH KOBOW**  
DIAGNOSTIC AND TREATMENT CENTER





## RESEARCH & ECONOMICS

# Rx For The Health Of Americans

**“T**here is no health-care crisis.” Senator Robert J. Dole, as well as other Republican legislators and some Democratic leaders, began insisting several months ago that the Clinton administration is making much ado over nothing about the status of health-care in America. It’s easy for members of Congress to assert the lack of crisis in the American health-care system—their generous coverage is provided by taxpayers—tens of millions of whom may not have health-care insurance themselves.

For the last several months, the debate over health-care reform has confused—and angered—many citizens. Supporters and critics of health-care reform have batted figures on who will “win” and who will “lose” back and forth like ping-pong balls. Many people, particularly retirees, have worried about losing benefits they now receive or about paying more for their benefits. And the most important provision of all—the right to universal, lifetime coverage—has been declared unat-

tainable by many opponents.

The IBEW has supported various national health-care proposals for more than 30 years. Workingpeople need affordable, accessible, worry-free health-care in order to be healthy, productive workers. As debate winds down over which provisions will be included in the final health-care-reform legislation, elected representatives must be reminded that, as a minimum, the following provisions must be mandated by this legislation.

### Minimum Health-Care Reform Mandates

All citizens should receive a comprehensive medical-benefits package which will never be taken away, whether an individual changes jobs, loses a job or becomes ill. Retirees over age 55 should receive the same comprehensive benefits package regardless of what might happen to their employer-sponsored retirement health coverage. The comprehen-

sive package should include complete coverage of hospitalization, physicians and prescription drugs; coverage for mental-health and substance-abuse treatment; and expanded coverage of long-term care. All benefits that would be covered under the Clinton plan would be permanently exempt from taxation, as would additional employer payments of a worker’s share of premiums and other cost sharing. Employer payments for benefits not covered in the package will not be taxed for 10 years.

Effective cost control must be a core element in any reform plan. Cost control can be achieved through either rate setting or limiting the annual increase in health-care premiums. Such action should be combined with elimination of wasteful and unnecessary spending for unnecessary health-care services. To assist in cost control, a government entity should develop and maintain quality and performance standards to assure high-quality health-care. In addition, standardization of forms and reporting and billing procedures will reduce paperwork for doctors and hospitals, creating cost savings and allowing doctors more time to care for patients.

Consumers, not employers, must retain final choice of a plan. The fee-for-service option must be available for those individuals who wish to choose a physician. Any money spent by consumers on health-care premiums must remain nontaxable.

*Workingpeople need affordable, accessible, worry-free health-care in order to be healthy, productive workers.*

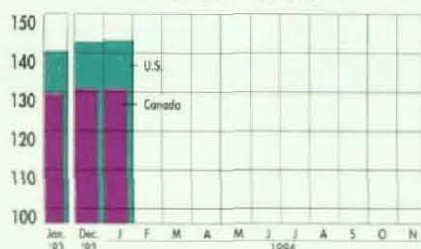




## CONSUMER PRICE INDEX—JAN. 1994

### YEAR TO DATE

Month	Year	UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
January	1994	143.6	131.3
December	1993	143.3	131.3
January	1993	140.3	129.6



U.S. CPI-W increased 0.3 index points during the last month or 0.2%. The increase during the past year was 3.3 index points or 2.4%.

Canada CPI increased 0 index points during the last month or 0%. The increase during the past year was 1.7 index points or 1.3%.

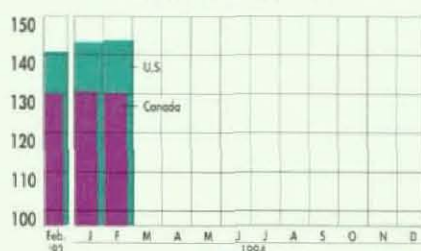
Sources: U.S. Department of Labor and Statistics Canada

Prepared by: **IBEW Department of Research and Economics, February 1994.**

## CONSUMER PRICE INDEX—FEB. 1994

### YEAR TO DATE

Month	Year	UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
February	1994	144.0	130.3
January	1994	143.6	131.3
February	1993	140.7	130.0



U.S. CPI-W increased 0.4 index points during the last month or 0.3%. The increase during the past year was 3.3 index points or 2.3%.

Canada CPI increased 1.0 index points during the last month or 0.8%. The increase during the past year was 0.3 index points or 0.2%.

Sources: U.S. Department of Labor and Statistics Canada

Prepared by: **IBEW Department of Research and Economics, March 1994.**

### Some Current Health-Care Restrictions

Many opponents of Clinton's health-care-reform plan contend that passage of the **Health Security Act** will eliminate an individual's choice of a physician and cause a decline in the quality of health-care provided. This is not the case. In fact, **the Health Security Act provides greater choice than that provided now in many cases.** Consider some conditions under America's current health insurance system:

- Many employers insist on managed-care arrangements, which may exclude someone's personal physician and limit access to covered medical procedures.
- Under their "preexisting condition" exclusions, health-care providers deny coverage to people who have been treated already for illness or disease.
- Many workingpeople cannot afford (or are refused) health insurance, their employers don't provide coverage and they may not qualify for Medicaid. For example: a former cancer patient's preexisting condition prevents her from getting private insurance, even if she could afford it on her part-time wages.

*All citizens should receive a comprehensive medical-benefits package which will never be taken away, whether an individual changes jobs, loses a job or becomes ill.*

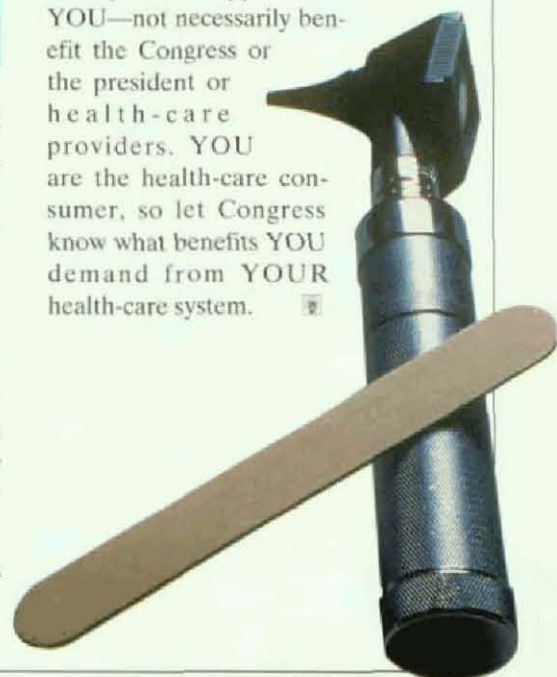
Because she is single, even though her earnings are below the federal poverty ceiling, she isn't eligible for Medicaid, which covers single adults only if they are fully disabled.

- People who don't have health insurance use hospital emergency rooms as their primary-care facilities, adding to the cost of health-care for everyone and straining the ability of emergency-room staff to care adequately for bona fide emergency cases.
- Many health-insurance providers prohibit laboratory work and diagnostic testing, often without

regard to what a physician considers necessary and appropriate. Included in this category are diagnostic mammograms, which can detect potentially cancerous lumps in the breast at very early stages and permit less-costly, more-effective treatment.

### Health-Care Reform's Benefits

Remember, reforming the health-care system is supposed to benefit **YOU**—not necessarily benefit the Congress or the president or health-care providers. **YOU** are the health-care consumer, so let Congress know what benefits **YOU** demand from **YOUR** health-care system.





# INTERNATIONAL REPRESENTATIVES RETIRE



## Doyle T. Burnett

**F**ifth District International Representative Doyle Thompson Burnett announces his retirement from the Brotherhood effective May 1, 1994.

Brother Burnett was born in Live Oak, Florida, and was initiated into Local 982, Jacksonville, Florida, June 19, 1956. He served his local as business manager, president, and recording secretary, in addition to serving on the Executive Board, and on the Safety, Grievance, and Negotiating Com-

mittees. He later moved his card to Local 2362, Selma, Alabama, and finally to Local 1980, Cedar Springs, Georgia.

Appointed an International Representative December 1, 1970, Brother Burnett was assigned to the Fifth District, where he serviced locals in the maintenance, utility, and construction industries.

A U.S. Air Force veteran, Brother Burnett is the proud father of three and grandfather of five. He enjoys hunting, fishing, and watching football. The Officers and members of the IBEW wish Brother Burnett well as he begins his retirement. ■



## Peter Lombardozi

**P**eter Lombardozi, International Representative assigned to the Eighth District, announces his retirement from the IBEW effective the first of May 1994.

Born and raised in Billings, Montana, Brother Lombardozi joined the IBEW in September 1955, upon his initiation into Billings Local 532. Within the local, he served as business manager, financial secretary, and president, and he served on both the Executive and Examining Boards.

Outside the local, Brother Lombardozi served on the Montana Joint Apprenticeship and Training Committee, the Mountain State Line Commit-

tee on Apprenticeship and Training, the Council on Industrial Relations, the Eighth District Pension Fund Committee, the Montana Electrician's Health and Accident Trust, as well as serving as chairman of the Southeast Montana Building Trades Council. He was appointed an International Representative May 1, 1984.

Brother Lombardozi attended Portland University, in Portland, Oregon, is a member of the Elks, and says he enjoys golf, fishing, gardening, and playing bridge. He and his wife, Suzanne, are parents of seven children, and grandparents of 18 grandchildren. The entire IBEW family wishes Brother Lombardozi and his family all the best for his retirement. ■



## Herbert Fulton

**I**nternational Representative and former International Executive Council member Herbert Hugh Fulton announces his retirement May 1, 1994, from the Brotherhood he joined just under 42 years ago.

Brother Fulton was initiated into Local 339, Thunder Bay, Ontario, Canada, the city of his birth, in June of 1952. He moved his card to Local 402, Thunder Bay, and had the distinction of having served as business manager of both locals. While a member of Local 339, he spent almost six years as an Executive Board member.

In addition to his service in his local, Brother Fulton also served as president and secretary of the Northwestern Ontario Building Trades Council, on the Provincial Advisory Committee for the Electrical Trade, on the Advisory Committee for

the Electrical Apprenticeship at Confederation College, as president of the Provincial Council of IBEW Construction Local Unions, and as Secretary of the Regional Labor-Management Construction Safety Committee.

In 1974 Brother Fulton was elected a member of the International Executive Council for the Eighth IEC District—covering all of Canada. He served on the IEC for 10 years, at the end of which time he was appointed an International Representative and assigned to the First Vice Presidential District. As an International Representative, he serviced local unions in the provinces of Saskatchewan and Manitoba.

Brother Fulton attended Confederation College. He and his wife Barbara Joy, have four children and eight grandchildren. And the entire IBEW owes Brother Fulton a debt of gratitude for his years of dedicated service. ■





## Edward G. Jasper

**T**hird District International Representative Edward George Jasper, announces his retirement effective May 1, 1994.

Brother Jasper was born in Averill Park, New York. On January 2, 1949, he was initiated into Local 137, Albany, New York, in which he served as vice president and president. He also served on the Safety, High-Voltage, Hot-Stick, Reclassification, Traveling Operators, Rubber Glove, and Transportation Committees. Additionally, outside his local union, he served as secretary-treasurer of the New York State Association of Electrical Workers, as chairman of IBEW System Council U-11, as a member of the Committee on Non-Utility Generators, as director of the United Fund, and he was involved with the Boy Scouts of America.

Appointed an International Representative September 1, 1972, Brother Jasper was assigned to the Third District staff. As an International Representative he worked on organizing campaigns which brought thousands of new members into the IBEW.

Brother Jasper is a veteran of World War II (where he served in the Army in Europe) and the Korean Conflict (where he served in the Air Force). A member of the American Legion, he is also active with such groups as the Coalition of Labor Union Women, and the National Council of Senior Citizens. He and his wife, Genevieve, have three children.

The Officers, staff, and members of the IBEW thank Brother Jasper for his years of service, and wish him a happy and healthy retirement. ☐

# Labor Calendar



## May

### Asian/Pacific American Heritage Month

**1** Mary Harris "Mother" Jones was born in 1850. The renowned labor organizer, who lived to be 100, said, "I live in the United States, but I do not know exactly where. My address is wherever there is a fight against oppression. My address is like my shoes, it travels with me. I abide where there is a fight against wrong."

**1** In 1888, 19 machinists at the East Tennessee, Virginia, and Georgia Railroad assembled in a locomotive pit to decide what to do about a wage cut. They voted to form a union, which became the International Association of Machinists.

**1** May Day, or International Workers' Day, which commemorates the historical struggle of workingpeople around the world.

**3** In 1886, at the height of the movement for the eight-hour day, police opened fire in a crowd of workers participating in a general strike at McCormick Harvester Co. in Chicago. Four workers were killed, and anarchists called a public rally the following day at Haymarket Square to

protest the police brutality. As the peaceful protest drew to a close, a bomb was thrown into the police line. One officer was killed and several were wounded. Police responded by firing into the crowd, killing one and wounding many. The incident kicked off an intensive campaign against labor leaders and other activists, and eight anarchists were later framed for the bombing.

**5-10** Working Women's Awareness Week, sponsored by the Coalition of Labor Union Women.

**16** In 1958, the U.S. Supreme Court issued the Mackay decision permitting employers to permanently replace striking workers. Employers used this weapon against striking workers sparingly until the 1980s, when its use increased under the influence of the Reagan Administration's antiunion policies.

**18** In 1917, the Amalgamated Meat Cutters and Butcher Workmen initiated a huge organizing campaign in packing houses across the U.S. that brought membership from 6,500 to 100,000 two years later.

**19** In 1942, the Steel Workers Organizing Committee formally became the United Steelworkers of America (USWA).

**25** In 1886, Philip Murray was born in Blantyre, Scotland. He was the USWA's founding president and head of the

Congress of Industrial Organizations from 1940 until his death in 1952.

**26**

Henry Ford's opposition to collective bargaining was in evidence on this day in 1937, when

company goons attacked United Auto Workers (UAW) organizers at the "Battle of the Overpass" outside of the River Rouge plant. Though General Motors and Chrysler signed collective bargaining agreements with the UAW in 1937, Ford held out until 1942.

**27** In 1959, delegates of the Insurance Agent's International Union and the Insurance Workers of America, having ratified the merger agreement at their respective conventions, convened as delegates of the merged union, the Insurance Workers International Union. The 15,000-member union merged with the United Food and Commercial Workers in 1985.

**28** In 1855, the Ladies Shoe Binders Society was formed in New York.

**30** Anniversary of the Memorial Day massacre at Chicago's Republic Steel plant in 1937. Police attacked strikers, killing seven, wounding 100. ☐



Walter Reuther and Richard Frankensteen (third and second from left) at the Ford Company just before company "service men" attacked them at the "Battle of the Overpass."





## IBEW MEMBERS IN THE NEWS

### Union Family Patriarch Receives 75-Year Pin

James Herbert Ogden Sr., retired member of Local 569, San Diego, California, was presented a 75-Year pin for his long, dedicated service to the IBEW. Brother Ogden was initiated into Local 695, St. Joseph, Missouri, on December 19, 1918, and later, with his wife seated beside him in his Model "T" Ford, moved to San Diego, transferring his card to Local 569 there. He celebrated his 93rd birthday on February 25, 1994, and is in good health.

His sons, Robert and James Jr., are both electricians and members of Local 569. Robert has been a member since 1945 and James Jr. is a retired member of that local. Brother Ogden's grandsons, Robert Jr. and James III, are also members of Local 569, working as a licensed contractor and a lineman, respectively. The IBEW is pleased to have three generations of this loyal family in the Brotherhood, and extends its congratulations and thanks to Brother Ogden—not only for his long service to labor, but for his union family who is carrying on a proud tradition.



### Workplace Fairness NOW!

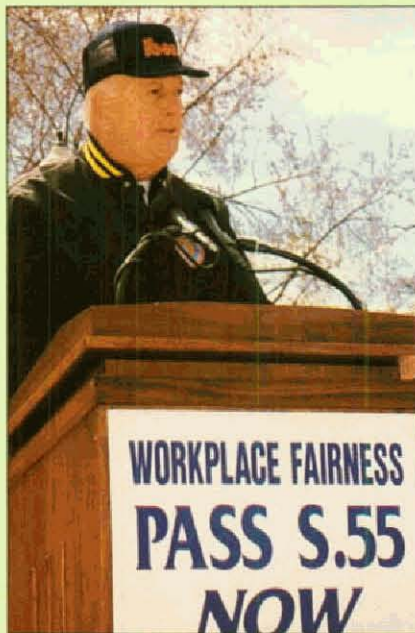
#### Bill (S.55) Scheduled For Senate Action

Supporters by the thousands gathered for a White House rally at Lafayette Park, in Washington, D.C., at noon on March 16, 1994, to let representatives in the Senate know that the **Workplace Fairness Act (S.55)** legislation must pass. The rally, sponsored by the AFL-CIO Industrial

Union Department, was to emphasize the importance of S.55 legislation to the future of the IBEW and the entire labor movement. Its passage will *prohibit the permanent replacement of union workers by scabs when members exercised their lawful, democratic right to strike.*

President Barry was among the speakers at the rally which also featured President Clinton's aide, George Stephanopoulos. The message of the speakers and the crowd was loud and unmistakable: pass S.55 now. Stephanopoulos expressed the White House's strong support for labor's position.

President Barry called on the president to exert leadership on this issue to sway undecided senators to vote against a filibuster that could bottle up the legislation. "The right to strike is the foundation of the trade union movement. All of our relations with management, even the most cooperative, are based on our ability to withhold our labor. Without that, there is no incentive for the boss to bargain. Without that, we are playing a bad hand dealt from a stacked deck." President Barry concluded, "Let's get on with the business of putting America back to work."



President Barry addresses the gathering at the S.55 rally in Washington, D.C.

At right, International President J.J. Barry (front left) and International Secretary Jack Moore, (front right) stand with IBEW International Representatives Richard Stromberg (center, red cap) and Jack Stanley (behind Secretary Moore).





# EXECUTIVE COUNCIL MEETING

## MINUTES AND REPORT OF THE INTERNATIONAL EXECUTIVE COUNCIL REGULAR MEETING

This regular meeting of the International Executive Council was called to order by Chairman Bowden at 8:00 a.m., Monday, February 28, 1994. Other members of the council in attendance were Carroll, Sweeney, McAvoy, McCafferty, Acton, Blackstock, Head, and Querry.

## INTERNATIONAL PRESIDENT

President Barry met with the IEC a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

## INTERNATIONAL SECRETARY AND INTERNATIONAL TREASURER

Secretary Moore presented financial reports covering the IBEW Pension Fund, the General Fund and the investment portfolio of the Brotherhood—both in Canada and the United States.

Treasurer Van Arsdale attended the meeting and assisted the IEC on several matters.

## LEGAL DEFENSE

Payments for legal defense made from the General Fund were examined and approved in accordance with the requirements of Article XI, Section 1, of the Constitution.

## FINANCIAL REPORTS

The International Secretary's reports for the various funds of the Brotherhood were presented to the IEC, examined, and filed.

## LOCAL UNIONS UNDER SUPERVISION

As per the requirements of Article IV, Section 3, Subsection 9, of the IBEW Constitution, the International Executive Council voted to extend the supervision of Local Union 827, East Windsor, New Jersey, and noted that Local Union 323, West Palm Beach, Florida, is still under supervision.

## PBF TRUSTEES

The International Executive Council sitting as the trustees, along with the International President and International Secretary of the IBEW Pension Benefit Fund, reviewed fund investments and related matters.

## INVESTMENTS

The report of the fund investment action by the International President and International Secretary since the last council meeting was presented to the IEC, examined and approved.

## APPLICATIONS FOR VESTED PENSION RIGHTS

The following Office Employees, who are no longer employed by the IBEW, were granted vested pensions under the provisions of Article III, Section 11, Subsection (11), of the IBEW Constitution and the Office Employees' Pension Plan—Article 4.4:

Barbara McGinnis  
Christina Samson

## RETIREMENT OF OFFICE EMPLOYEES

Approval was granted by the IEC to the following office employees requesting retirement:

Kenneth A. Earles—effective June 1, 1994  
(I.O. Employee)  
Hazel Coleman—effective July 1, 1994  
(I.O. Employee)  
Ann Diggs—effective August 1, 1994  
(I.O. Employee)  
Eileen MacKinnon—effective August 1, 1994  
(Second District Office Secretary)

## REQUEST FOR AN OFFICE EMPLOYEE DISABILITY PENSION

A request for disability retirement was placed before the IEC for their review. The IEC denied the following request: Maria Montes

## RETIREMENT OF INTERNATIONAL REPRESENTATIVES

Approval was granted by the IEC to the following representatives requesting retirement:

Doyle Burnett—effective May 1, 1994  
(Int. Rep.—IBEW Fifth District)  
Herbert Fulton—effective May 1, 1994  
(Int. Rep.—IBEW First District)  
Peter Lombardozi—effective May 1, 1994  
(Int. Rep.—IBEW Eighth District)  
Edward Jasper—effective May 1, 1994  
(Int. Rep.—IBEW Third District)  
Robert Grinstead Sr.—effective July 1, 1994  
(Int. Rep.—IBEW Eighth District)  
Arthur V. Griffies—effective October 1, 1994  
(Int. Rep.—IBEW Fourth District)

## APPEAL OF ARTHUR OAKE

On August 25, 1993, President Barry, in accordance with Article XIV, Section 2, of the IBEW Constitution, removed

the Hibernia Development Project from the jurisdiction of L.U. 2330, St. John's, Nfld., Canada, and instructed Vice President Woods of the First District to take charge.

On September 10, 1993, Business Manager Oake requested President Barry to reconsider his decision.

Business Manager Oake appealed President Barry's decision to the International Executive Council in a timely manner.

On October 25, 1993, President Barry wrote L.U. 2330 indicating he found no basis for reconsideration of his August 25, 1993, decision.

On November 2, 1993, International Secretary Moore wrote Brother Oake informing him that his appeal would be forwarded to the IEC. This case was received by the IEC on February 28, 1994.

The facts in this case are as follows:

A massive oil drilling structure is being built inshore in the jurisdiction of L.U. 2330. On August 8, 1994, one of the companies performing work on this job site, NODCO, requested four journeyman electricians that were knowledgeable in "INDUSTRIAL ELECTRICAL MAINTENANCE AND TROUBLE SHOOTING. MUST BE ABLE TO WORK ALONE AND MUST BE FAMILIAR WITH LOGIC, COMPUTER CONTROLS, ELECTRONIC AMPS, ELECTRONIC INSTRUMENTATION, P.L.C., ENCODERS, AND OTHER INDUSTRIAL CONTROL SYSTEMS," to report by August 16, 1994.

The union responded by dispatching the first four journeyman electricians at the top of their out-of-work list. These four journeyman electricians were given a question paper, on site, that contained 23 questions as to their work experience and their familiarity with certain electrical and electronic equipment. Based on the answers to their questions, the company determined that the men could not perform the work they had requested and they were sent back to the hall. The record indicates that this is where the staff hit the fan.

There were meetings and discussions with Brother Oake and the company regarding the qualifications of the L.U. 2330 members and what the company expected of them.

Vice President Woods of the First District, Canada, became involved in the discussions and after determining that the job was in a very critical stage of continuation, concrete pouring, etc., directed Business Manager Oake to man the job with the skills required by day's end.

By August 25, 1993, Vice President Woods was convinced that his directive was not being carried out and requested President Barry for International Supervision and directed International Representative Mike Power to take care of the job.

The record contains correspondence as to the concerns of the L.U. 2330 members and officers to this action. Vice President Woods' letter to them outlining why he took the action, and many other letters pertaining to their case.

The IEC can well understand the concerns of Business Manager Oake when his men are rejected for work on their qualifications.

The IEC also submits there is, at times, a considerable difference between the work and requirements of a journeyman industrial maintenance electrician and a journeyman construction inside wireman. We also note for the record that the men that were dispatched, by their own answers to the questions, did not have the experience or firsthand knowledge of the named equipment that the company was requesting.

When it was boiled down to the bottom line and, notwithstanding the concerns Brother Oake had for his membership and hiring procedure, the job had to be manned by people who could perform the work that the company was requesting. We believe the record is quite clear that the only way this was going to happen was by the action of Vice President Woods and President Barry.

The IEC has also been informed that all the calls, to date, have been filled by members of Local Union 2330.

Therefore, Brother Oake's appeal is denied.

## CHARGES FILED WITH THE INTERNATIONAL EXECUTIVE COUNCIL AGAINST FREDERICK A. HAAS JR.

On January 10, 1994, the Business Manager of Local Union 7, Springfield, Massachusetts, filed charges against retired member Frederick A. Haas Jr.

Brother Haas was charged under Article XII, Section 4, Subsection (d), which states as follows:

"(d) **Prohibition of Work.** It is a condition for admission to pension benefits, including vested pension right and the continuation thereof, that the member shall not perform any work of any kind coming under the I.B.E.W.'s jurisdiction either for compensation or gratis for anyone, except that a member may work as an instructor in an I.B.E.W. recognized apprenticeship program, or as an Electrical Inspector for a governmental authority where Electrical Inspectors are not covered by an approved I.B.E.W. collective bargaining agreement. He shall be permitted to attend L.U. meetings without voice or vote. He shall observe his obligation of membership and show due obedience to I.B.E.W. laws and the bylaws of its L.U.'s."

It was alleged that this violation had occurred and was continuing to occur since Brother Haas' retirement on January 1, 1992.

The authority of the International Executive Council to enter into this proceeding is provided by Article XII, Section 6, of the IBEW Constitution, which reads as follows:

"Sec. 6. Any member violating any of the provisions of this article, or any member aiding or abetting a member to do so, after investigation by the I.E.C. and being found guilty may be permanently barred from ever participating in these benefits, and may be suspended, expelled, or assessed as the I.E.C. may decide."

and Article IX, Section 4, of the IBEW Constitution, which reads as follows:

"Sec. 4. The I.E.C. shall have the power to try any L.U. or member charged with injuring the interests of the I.B.E.W. or actions in violation of the I.B.E.W. laws or the obligation of the member, and may revoke or suspend charter or membership. (Nothing in this Constitution shall be construed to conflict with this power of the I.E.C.)"

The original charges in the case were filed in error by Douglas W. Bodman, business manager of L.U. 7, on October 4, 1993, with L.U. 7 instead of the IEC. The local union also held a trial board hearing in error on this case in November of 1993. This caused the delay in the proper charges that were filed on January 10, 1994, with the IEC.

The IEC requested President Barry to appoint a referee to hold a formal hearing on this matter.

On January 21, 1994, President Barry requested IVP Paul Loughran of the Second District to assign an International Representative to hold the hearing.

International Representative Richard Monahan held the hearing of February 4, 1994, at the offices of Haas Electric Co.

Brother Haas admitted that he was president/CEO/treasurer/director of Haas Electric, Inc., but his position was that the charges were untimely because of the 60-day provision provided for in the IBEW Constitution, Article XXVI, Section 4. Otherwise he was satisfied that he had a fair hearing and signed a letter to that intent.

Brother Haas admitted he was the principle officer of Haas Electric and the IEC therefore finds him in violation of Article XII, Section 4, Subsection (d).

As to the 60 day clause he refers to, it is contained in Article XXVI.

Section 8, and states that "charges must be made within sixty (60) days of the time the charging party first became aware..." etc.

The IEC is satisfied that the Local Union 7 bus. mgr. was not aware that Frederick A. Haas was still the principle operator of Haas Electric until after they were informed that Haas Electric was going non-union and Ralph Whitelock had no authority to act for Haas Electric.

This took place in August of 1993 and the first charges were filed on October 4, 1993.

The IEC, from the evidence before it, finds Brother Haas guilty as charged and effective as of the date of this judgment, is hereby suspended from receiving any IBEW Pension Benefit Fund benefits for a period of two (2) years.

Further, Brother Haas' card will be deposited in Local Union 7, Springfield, Massachusetts, and thereafter, he will pay such dues and assessments that are required by the local union bylaws and the IBEW Constitution for active members to maintain good standing for the said period of two (2) years, and.

Further, it is ordered by the International Executive Council that Brother Haas be required to process his application for pension benefits in the prescribed manner at the expiration of the said two (2) years.

Both Local Union 7 and Brother Haas are reminded that Brother Haas will now come under the discipline jurisdiction of Local Union 7 should any further violations occur during the said two (2) years.

## NORMAL PENSIONS APPROVED

The International Executive Council approved two hundred and ninety-one (291) normal pension applications, as follows:

MEMBER	IN L.U.
Ingram, Gerald L.	1
Bergin Jr., Walter J.	3
Bernis, Evaristo	3
Boyce, Everton R.	3
Korman, James J.	3
Levine, Albert	3
Mader, John	3
McCormick, Robert	3
Poyadue, Curtis	3
Rodriguez, Julio	3
Sarantis, John	3
Springer, Oswald L.	3
Feldman, Arthur J.	5
Loatle, Jose M.	6
Singh, James R.	6
Moore, Kenneth C.	7
Snellbridge, Homer W.	8
Morgan, Edwin S.	9
Bush, Harold D.	11
Ginperich, Wayne E.	11
Gorham, Carl S.	11

Harman, George H.	11
Patten, Arthur J.	11
Russell, George O.	11
Evens, J. C.	16
Cota, Rene E.	17
Morlon, John H.	17
Schwartz, Richard	17
Fitzgerald, James E.	18
Jones, Willard G.	22
Raineri, Salvatore	25
Cockarille Jr., Joseph F.	26
Doud Jr., John H.	26
Page, Lewis E.	26
Nordstrom, Gustave B.	34
Lichtenberg, Morton A.	38
Rohr Jr., Herman A.	38
Pyette, William	44
Blackburn, Richard W.	46
Maple, William G.	46
Reynolds, Milton G.	46
Johnson, Newton C.	52
Ninneson, George R.	53
Nelson, David E.	57
Kuchorak, Joseph E.	58
Page, Lawrence L.	58
Vigilant, Benny P.	58
Livingston, Raymond L.	59
Fleewood, Ernest E.	66
Gosselt, Joe D.	66
Holub Jr., Louis W.	66
Palumbo, Frank J.	66



Powell Jr., Charles H.	66	Nichols, Robert L.	477	Gosin, Francois	1228	Cock, Richard	25	Wood, Leonard E.	103	Simpson, Merle C.	245
Stanley Jr., Charles P.	66	Douglas, Earl N.	479	Johnson Jr., Clyde R.	1339	Kelley, Norman	25	Melville, Edwin W.	105	Boala, John N.	246
Riddle, Max R.	70	Martin, Raymond E.	479	Panzak Jr., Joseph M.	1367	Leffler, Michael	25	Devries, Marvin W.	107	Laneve, Richard F.	246
Ayres Jr., Theodora J.	76	Hansen, Melvin R.	483	Winkler, Marvin S.	1381	Lush, Ralph L.	25	Phipps, Cecil E.	109	Fayre, Carl C.	246
Barger, Jack W.	77	Rowley, Albert W.	484	Larson, James D.	1426	Neu, Donald J.	25	Deeg, Robert C.	110	Parris, Alfred M.	252
Hansen, Lawrence G.	77	Bradley Jr., Joseph G.	508	Gray, Dean S.	1441	Boesman, Albert R.	26	Heiser, Donovan V.	110	Luck, Gerald A.	252
Hokoma, Robert M.	77	Gossage, George H.	533	Iemans, Clinton M.	1908	Beall Jr., Harold W.	26	Russell, Charles E.	110	Andrusoff, William	254
Leber, Ralph E.	77	Enns, Paul G.	567	Rennebohen, Fred A.	2038	Baithon, Jose A.	26	McBath, James R.	111	Bither, Benjamin E.	258
Tyler, Glen J.	77	Berkley, James E.	569	Pasplis, Billy A.	2113	Dobby, David.	26	Saylor, Richard J.	111	Scott, Victor H.	258
Derkin, Robert J.	96	Hartnett, Gerald J.	509	<b>OPTIONAL EARLY RETIREMENT PENSIONS APPROVED</b>						Gano Jr., James E.	262
Laen, Ronald J.	100	Seavy, Dick	595	<b>The International Executive Council approved seven hundred and nine (709) optional early retirement pension benefit applications, as shown:</b>						White, Eric F.	262
Simon, Albert H.	100	Eppley, Daniel J.	603	<b>MEMBERSHIP IN L.U.</b>						Hinnson, Cecil I.	265
Baker Jr., Arthur L.	103	Ward, Melvin M.	613	Barbara, Robert J.	1	Shippy, Robert E.	34	Orman, Leonard M.	113	King, Perry M.	265
O'Sullivan, Denis J.	103	Miles, Robert C.	637	Bowles Jr., Henschel A.	1	Smith, William L.	30	Wildenbeest, Bernard	115	Goulet, Robert A.	269
Denn, William J.	110	Howorth, Donald I.	640	Dixon, Heichel F.	1	Knovel, Marion L.	30	Fox, Richard R.	116	Hovis, William E.	271
Smyth, J. R.	115	McLeath, Donald J.	640	Hooker, Jeff D.	1	Niewanger, Donald D.	30	Martenson, William F.	117	Davis, Bernard	275
Lindorfer, Carl G.	117	Noble, Louis L.	649	Mason Jr., Walter A.	1	Lawrence, James F.	32	Adair, Ronald F.	124	Ramirez, Juan M.	278
Wornell, Jack	120	Stofford, Donald T.	649	McQuade, James J.	1	Mendenhall, Ralph D.	32	Burnett Jr., David I.	124	Kohn, Kenneth W.	280
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Ekers, Edward I.	124
Puett, Roger W.	125
Dyving, Clarence F.	134
Hickey, Donald M.	134
Ryan II, Arthur H.	134
Tichy, Robert J.	134
Tucker, David	134
Walth, Thomas F.	134
Craft, Gerald W.	136
Guyer, Ronald K.	143
Burnel Jr., R. C.	145
Greenlee, Willom	145
Lund, Roger E.	159
Roston, Roy H.	175
Clark, George V.	175
Gates, Benny R.	175
Paag, John M.	177
Wainwright, Dan C.	177
Fain, Henry L.	183
Prater, Glenn M.	183
Johnson, Gerald A.	183
Wilson, Larry R.	191
Peterson, Duane E.	193
Graham, George E.	211
Sandler, Kirk R.	211
Huber, Walter M.	212
Johnson, Stanley E.	212
Wilbur, Wilbur F.	212
Gerry, John A.	213
Lee, Gerry D.	213
Lovie, Ying C.	213
McDonald, John	213
McElroy Jr., James W.	222
Williams II, John E.	223
Green, Donald R.	229
Armstrong, Gerald	230
Okey, Rodney L.	242
Bradbeck, William A.	245
Kriek, Leo A.	258
Klack, Donald W.	271
Davies, Bruce A.	292
Shandy Sr., Edington	295
Gilliland, H. W.	304
Dutton, David E.	306
McDermott, Thomas L.	306
Barrett Jr., Byrd	317
Smith, Aubry K.	317
Trogh, Edward J.	325
Hanley, Frederick M.	328
Hill, Curtis F.	340
Kruse, Arlen D.	340
Black, Joseph	353
Fortune, Ralph	353
Karamantzas, George	353
Majewski, John	353
Sabo, Zenoimyr	353
Darby, Sam M.	357
Fuson, Carroll H.	357
Tomak, Edward H.	357
Willis, Paul G.	357
Gillow, Paul D.	363
Riedinger Jr., William D.	363
Collins, Frank J.	369
Heninger, Carl E.	369
Narman, Donald E.	369
Tucker, Charles E.	369
Cielitzky, Frank M.	375
Blackwelder, Floyd B.	379
Friel, James M.	380
Lauck, Duane	401
Fletcher, William D.	413
Dowell, Ronnie A.	429
Feinstein, William E.	429
Wilkie, George D.	438
Borensiz, Philip	439
Aguilar, Henry J.	440
Dix, Gordon G.	441
Helbling, William J.	441
Pendleton, Dean C.	441
Smith, Thomas H.	441
Eveligh, Ronald	449
Rosen, Bruce A.	449
Houghtalin, Robert	460
Huckaby, Clarence H.	466
McLaughlin, Herbert L.	481
Ottosoviet, William F.	488
Morton, Sherman L.	495
Cannon, Lawrence E.	505
Kelley, Giles J.	505
Fortney, Ernest R.	570
Collins, Roger J.	581
Beyon, William H.	584
Dannst, Roland	586
Diets, Charles J.	586
Madonna, Vincent	586
Scissors, Joseph H.	586
Walsh, Maurice	586
McDevitt, William P.	592
Joiner, Stanley S.	605
Darrance, Charles R.	606
Williams, James E.	606
Doubth, James E.	611
Unkeep, Jerry L.	613
Linker, Larry L.	659
Kreynolds, Jack A.	659
Crespy, Dorian S.	666
Throton, John T.	666
Hill, Norman D.	697
Chevalier, Norbert T.	712
Johnston, Guy C.	712
Johnston, Harold V.	716
Manning, Vern D.	716
Spodaro, Carmelo S.	724
Burke, Donald E.	774
Maier, Richard J.	840
Vincenz, Roderick J.	861
Anderson, Lawrence E.	873
Davis, Paul R.	915
Buckalew, James A.	917
Marin, Donald E.	948
Sunninge, Hans	993
Temple, Ronald C.	995
Hunt, Vernon M.	1077
Yee, Wellington K.	1186
Loseler, Jimmy A.	1191
Carlson, Roy L.	1245
Finkenzeller, Herbert	1245
Rodden, David O.	1245
Durant, Stanley P.	1249
Pearson, Charles F.	1316
Wiegand, Douglas E.	1362
Miller, Steven D.	1393
Sands, James F.	1393
Hash, Walter J.	1516
Thompson, George L.	1547
Risley Jr., Robert P.	1701
Kunz, George C.	1788
Lemette, Ralph	1788
Raguz, Cweiko	1788
Watson, K. H.	1788
Hendricks, Richard L.	1947

### TOTAL DISABILITY PENSIONS APPROVED

The council approved two hundred and thirty (230) total disability pensions, as follows:

MEMBERSHIP IN L.U.	
Breithon, Richard F.	1
Perry, Robert L.	1
Ziegler Sr., James H.	1
Allen, William F.	3
Amisano, Franklin P.	3
Castro, Andrew M.	3
Hoffman, Harold	3
Hoke, Edward H.	3
Kirkowski, Edward J.	3
Kubat, David	3
Ianz, Lawrence R.	3
Lieber, Laurence	3
Lugalsi, Leonard	3
Noonan, John J.	3
Pape, Frank	3
Benzycki, Edwin	3
Riebe, Kurt R.	3
Roth, Howard S.	3
Rothman, Jr., Ivan	3
Salema, David	3
Stewart, Michael E.	3
Tangredi Jr., Louis	3
Zumbo, Fortunato	3
River, Richard G.	6
Monteiro, Armand D.	7
Vanderhorst, Harold C.	8
Rebholz, Michael P.	9
Katz, Gayle	11
Duran, Ruben D.	11
Ellis, Gary D.	11
Heffernan, Alfred J.	11
Owen, Willard A.	11
Holt, James M.	17
Chapman, Gene C.	24
Wilson, Robert H.	24
Basile, Richard L.	26
Gaither Jr., Robert S.	26
Minges, James E.	34
Carpenter, Joseph M.	35
Taylor, Eugene T.	35
Smith, Wayne W.	43
Culver, William E.	44
Kaiser, David W.	46
Ohman, Merle J.	46
Richs, Philip R.	46
Shannon, Bernard J.	47
Engle, Ernest R.	48
Jorgensen, Kenneth	48
Toussaint, Marlon R.	48
Stuck, Ronald R.	48
Barri, L. E.	53
Howell, Keith D.	53
Downes, Charles R.	58
Duboy, Richard J.	58
Dunkley, James M.	58
Hackett, Ronald W.	58
Lamire, Cyrus G.	58
Martin, John H.	58
Mason, George E.	58
Scott, A.	58
Warry, Strother L.	59
Tregoning, Jimmie D.	68
Hoseby, Charles G.	73
Bergman, Richard B.	76
Fisher, Gerald D.	82
Jacobs, Jerry J.	82
Mullins Jr., William D.	82
Fichter, Louis P.	86
King, Henry V.	90
Goodman, Herbert W.	99
Minger, Robert G.	102
Homas, Robert A.	103
Baldie, Robert L.	103
Burd, Alan J.	103
Kent, Michael H.	103
McGaughey Jr., William G.	103
McLaughlin, Bruce S.	103
Menshige Jr., John H.	103
Nolan, James J.	103
Gross, Roger I.	104

MEMBERSHIP IN L.U.	
Williams II, John E.	11
Green, Donald R.	229
Armstrong, Gerald	230
Okey, Rodney L.	242
Bradbeck, William A.	245
Kriek, Leo A.	258
Klack, Donald W.	271
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Kruse, Arlen D.	340
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Fortune, Ralph	353
Karamantzas, George	353
Majewski, John	353
Sabo, Zenoimyr	353
Darby, Sam M.	357
Fuson, Carroll H.	357
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Wilkie, George D.	438
Borensiz, Philip	439
Aguilar, Henry J.	440
Dix, Gordon G.	441
Helbling, William J.	



Connolly, Gerald	353	Madden, H. A.	3	Cummings, Ralph E.	45	Sloan, J. T.	113	Dean, Marvin M.	177	Brandenburg, Frederick J.	323
Edwards, David J.	353	Mata, George	3	Chicken, Lawrence N.	45	Dufresne, Guy	115	Hull, Edward H.	177	Slater, William L.	323
McDonald, William E.	353	Mayers, H. F.	3	Headberg, H. M.	45	Pickell, Raymond D.	115	Starling, Ralph	177	Powell, John	325
Nagy, Jozef	353	Medaglia, Anthony	3	Henderson, Patrick H.	45	Gordon, Edward A.	116	Bell, El J.	180	Alexander, Lewis D.	329
Schmeller, Paul	353	Meier, L.	3	Karr, Jack	45	Rates, William C.	116	Wheaton, Mark J.	181	Russell Jr., Alie L.	329
Brown, Phillip E.	363	Maisnar, H. W.	3	Nelson, Frank J.	45	Capener, James H.	120	Williams, Kenneth R.	181	Steinhilber, E. L.	329
Ellifson, Wayne D.	364	Miltzer, T.	3	Paulson, Fred	45	Charuhus, Trixie C.	121	Minton Jr., William F.	183	Jones, Russell H.	332
Black, James W.	369	Muller, Nicholas J.	3	Ross, Charles D.	45	Payne, Gerald H.	121	Tesch, William C.	185	Davis, L. N.	333
Speer, Lowell E.	369	Naufer, Elias	3	Stephens, Lester	45	Boehm, Florian A.	122	Sorenson Sr., Raymond V.	189	Irish, W. W.	333
Regis, Mark J.	375	Pine, Lester C.	3	Coughlin Jr., Albert J.	47	Burns, Eulon E.	122	Block, Donald L.	191	Fallenweider, Paul E.	336
Powers, Edward J.	411	Pomat, Richard N.	3	Jones, Cecil O.	47	Clark, W. C.	122	Urquhart, Robert M.	191	Bueler, Charles J.	340
Straker, Dennis	420	Poms, Frank B.	3	Murray, R. A.	47	Mario, James J.	122	Clark, Joseph M.	193	Bunnell, George E.	340
Kriener, Siegfried	424	Smith, M.	3	Gentry, Paul M.	48	Zanation, Charles	122	Fossero, William J.	193	Clydesdale, W. J.	340
Allen Jr., Samuel W.	441	Sprong, C. H.	3	Leers, Russell B.	48	Bartlett, L. L.	124	Hardesty, Loren	193	Poroshin, W. E.	340
Ivory, Robert L.	474	Taub, Israel	3	Scott, H. F.	48	Lone Jr., Charles H.	124	Jacobs, Virgil A.	193	Bowers Jr., Glen L.	343
Salm, Theodore H.	481	Taub, Abe	3	Sigvaldsen, Asbjorn E.	48	Pike, James B.	124	Kane, Lane D.	193	Christiansen, Leon G.	343
Shoenaker, Ralph R.	483	Tuzzolino, A.	3	Taylor, Frank E.	48	Sarno, Albert	124	Myers, D. R.	193	Layden, Donald M.	343
Heuser, Charles J.	488	Waller, B. A.	3	Thompson, Raymond P.	48	Thiel, J.	124	Thornburgh, Robert R.	193	Hoffe, Byron C.	347
Albert, David M.	494	Weber, Joseph	3	Barnhart, C. D.	49	Wolborn, Harvey R.	124	Foster, J. B.	194	Matten, Frederick F.	347
Leavitt, Ronald G.	502	Becker, H. J.	4	Headley, Sheldon	51	Ulitz, Herbert F.	125	Ulitz, Herbert F.	195	Disher, Dale L.	349
Somer, Kenneth A.	508	Hines, Robert J.	4	Rolnitz, Vita V.	51	Smith, William A.	125	Smith, William A.	196	Goetz, Louis R.	349
Kincaid, Edward E.	520	Volk, J. A.	4	Hansen, C. A.	52	Nelson, Lloyd F.	125	Dalleske, R.	202	Headlee, David H.	349
Christopher, Donald F.	527	Wagner, Daniel F.	4	Palmer, Robert E.	52	Grange, Gordon E.	125	Harris, Dayton B.	202	Hessler Sr., Robert R.	349
Bouer, Roy H.	557	Barco, A. J.	5	Olson, E. W.	56	Kingler, D. C.	125	Cassetta, N.	210	Hillmer, Theodore C.	349
Bear, Elmer L.	569	Cummins, J. F.	5	Du Vander, V. C.	57	Mahrie, H. E.	125	Lacy, M. L.	210	Scott, C. D.	349
Hanson, Douglas R.	569	Mitchell, Jasper K.	5	Goodman, Foy W.	57	Noonan, Lloyd B.	125	Miller, Vernon	210	Carry, L. D.	352
Kosch, Harold	569	Sharbaugh, H.	5	Holman, Vance M.	57	Oalrich, Adolph C.	125	Rose, D.	210	Barber, W.	353
Boyd, Arthur W.	659	Simon, Ben	5	Probst, V. H.	57	Ulinor, Thomas H.	125	Maack, Richard E.	212	Bishop, William G.	353
Ciodi, Thomas L.	668	Williams, Paul R.	5	Scroggins, Alton A.	57	Olden, W. A.	125	Ober, F.	212	Bloomer, Florant	353
Palombi, John G.	684	Bongi, Adolph A.	6	Zupan, Don	57	Polajnar, J. C.	125	Ruthen, Marie R.	212	Brown, T. G.	353
Stankavage, Joseph A.	686	Cicero, R. D.	6	Black, Robert C.	58	Williams, David J.	125	Schmitt, Edward M.	212	Dawstein, Gus L.	353
Olson, Gordon K.	714	Di Ricco, M. A.	6	Badjack, John C.	58	Woods, C. S.	125	Allen, Joseph	213	Gooley, R.	353
Dillard Jr., Jack D.	716	Kilcoyne Sr., S. J.	6	Cottage, Harold A.	58	Choppe, Michael	126	bjarnason, M. S.	213	McGowan, J. V.	353
Mainhart, Paul J.	716	Lourdoux, J. A.	6	Gagnon, James A.	58	Comitz, Joseph	126	Greenman, D. W.	213	Morgan, Edward C.	353
Fuqua, Robert E.	725	Umy, William E.	6	Haining, David G.	58	Gunle, R.	126	MacKinnon, J. N.	213	Nader, George	353
Martin, Claud H.	760	Collins, Phillip E.	7	Jones, Lewis E.	58	Krizanoskus, John W.	126	Pavitt, W. W.	213	Bruce, Tref F.	354
Sweeney, John E.	773	Bevenson, Forrest D.	8	Ludtke, Fred E.	58	Miller, Harry J.	126	Spargo, Myles E.	213	Crone, Douglas D.	357
Jacob, James R.	784	Campbell, Gilbert D.	9	Weber, Edward R.	58	Miskiewicz, Stanley	126	Kucker, C. A.	214	Grimes, Etris N.	357
Dillard, Loran A.	845	Elliott, T.	9	Reed, Alfred M.	60	Schram, William R.	126	Olson, B. F.	217	Hirt, Gerald	357
Lynch, Billy F.	861	Hannah, John E.	9	Bock, Frank G.	66	Zeh, George W.	126	Morris, Howard M.	220	Miller, Frank M.	357
King, Brian	910	Obokovitch, C.	9	Kubena, Raymond A.	66	Campano, Patsie C.	129	Hemings, W.	224	Reeves, Donald R.	357
Oswell, William D.	917	Simon, Charles F.	9	Riggs, S.	66	Small, Joseph P.	129	Hay Jr., Ernest J.	226	Ruff Jr., William	357
Lawson, Tony F.	924	Sick, Eugene W.	9	Wright, F. I.	66	Appa, Frederick C.	130	Gallicia, Loy A.	226	Burdick, Charles E.	358
Colabro, Michael	1158	Baker, Bernie L.	11	Butow, Douglas L.	68	Hennessey Jr., John J.	130	Patterson, Marion P.	226	Ragucci, Pat F.	358
Masoli, Hsiao	1186	Beesen, Melvyn	11	Herring, Kenneth L.	68	Sanderson, Fernan P.	130	Pederson, Dale K.	231	Wetman Sr., Franklin A.	367
Onishi, Albert T.	1186	Coghlin, Norman H.	11	Sihler, A. A.	68	Sunderland, Norbert J.	131	Adams, Harry A.	237	McMahon, E. D.	367
Borg, Nels W.	1245	Edwards, Damon P.	11	Cloute, Claude D.	71	Viel, Harold J.	131	O'Shea, Michael J.	245	Roy, Gilbert A.	367
Briggs, Theodore D.	1245	Fagerlund, E. R.	11	Sulton, Calvin L.	71	Aranson, Arthur W.	134	Osenbough, Donald E.	245	Sedlosky, John	367
Shuter, Robert F.	1249	Garcia, Louis R.	11	Bramer, Richard A.	73	Breit, Philip J.	134	Raczkowski, Stanley	245	Wetman Sr., Franklin A.	367
Wing, John F.	1249	Goodman, Albert	11	Fillmore, H. H.	73	Coyne, Harold A.	134	Weaver, E. H.	245	Rmin, William F.	369
Dort, Benedict P.	1260	Katry, S. W.	11	Lindberg, Earl E.	73	Zeigler, O.	134	Kirkpatrick, William R.	246	Cooley, Richard B.	369
Fuller, James C.	1547	Kellstrom, Kenneth K.	11	Christiansen, George K.	76	Doyle, G.	134	Panetta, Americo	246	Dougherty, O. L.	369
Spangler, Carl L.	1701	Krueger, H. A.	11	Fisk, John R.	76	Faber, Edward M.	134	Weslake, Robert V.	246	Hysinger, Walter G.	369
Hammer, Michael W.	1788	Mundo, Henry	11	Zeigler, O.	76	Fecht, B. H.	134	Huffman, Raymond	249	Bromfield, Julian B.	379
Kozasz, George	1788	Nussbaum, Nulfian	11	Carden, J. H.	77	Flanogan, W. H.	134	Hartman, August J.	258	Dement, David D.	379
Pawluk, Michael	2085	Parrott Jr., Russell L.	11	Eary, Hunter F.	77	Freising, John P.	134	Sisala, Roy E.	258	Hudgins, John W.	379
		Stevenson, Gordon J.	11	Fix, R. O.	77	Groslay, Martin E.	134	Whiten, Leonard E.	260	Paton, Henry W.	380
		Tedder, Hampton F.	11	Wahl, Arlan J.	77	Gustafson, L. C.	134	Mattul, Michael A.	261	Cox, Robert L.	384
		Volkman, Charles L.	11	Whitstone, Harold A.	77	Kauno, Leo F.	134	Shultes, Joseph F.	263	Nobilit, Harvey V.	384
		Yoder, Norman A.	11	Wilson, Walter J.	77	Kelley, S. D.	134	Stampa, V. R.	263	Radeke, Kenneth E.	384
		Moyle Sr., Richard S.	16	Hatton, George V.	12	Maher, O. H.	134	Irwin, P. W.	266	Schuchman, Earl C.	384
		Crowe, Melvin F.	18	Webster, Merle E.	12	O'Toole, Robert J.	134	O'Malley, John G.	268	Richard, Richard R.	387
		Weaver, Neal A.	73	Hyatt, James E.	16	Wing, Ross O.	134	Gallagher, F. M.	268	Rosinson, I.	387
		Lucadello, Roberto A.	134	Wagner, Aaron I.	17	Yarroll, Kenneth E.	134	Mayton, Herbert I.	270	Johnson, George A.	388
		Collins, Robert G.	532	Bates, James W.	18	Young, H. E.	134	Napier, Henry	270	Granger, Claude R.	389
		Quaenberger, Rupert C.	586	Boone, Theodore R.	18	Reals, W. H.	79	Bartel, Onen I.	271	Breneseder, J. U.	393
		Ochs, Rosalid	661	Casey, Gerard F.	18	Meador, Herman W.	80	Napier, Henry	271	Long, John D.	396
		Knight, Glenn W.	1210	Heinrich, John E.	18	Melhor Jr., Cecil C.	80	Bartel, Onen I.	271	Fornarotto, L. F.	400
		Parnell, William E.	1928	Hetz, William L.	18	Lewis, Willard R.	81	Patterson, J. G.	271	Simon, Leonard A.	400
				Lockie, J. C.	18	Miller, E. J.	81	Klauke, R.	276	Lapainis, Robert E.	405
				Luttrell, John A.	18	Carroll, William S.	84	Bair, R. J.	278	Becker, U. J.	413
				Stoop, C.	18	Dodson, Tom H.	84	Michael, F. I.	278	Brown, Raymond E.	413
				Straub, L. H.	18	Roche, Clarence	84	Boggs, Walter E.	280	Christiansen, Arthur R.	413
				Tepper, C. D.	18	Getz, David C.	84	Duckering, Duane L.	280	Moore, Clyde J.	413
				Boelst, Donald D.	22	Smith, Robert A.	84	Evandoh, Bernard E.	292	Taggart, Charles	413
				Englemann, Eugene A.	22	Lawrence, Herbert H.	86	Engelbrecht, J. William	292	Swift, Clarence N.	414
				Fitzgerald, John R.	22	Dubois, Dudley A.	90	Higginbottom, J. D.	292	Theil, George G.	414
				Linter, Richard W.	22	Alix Jr., Paul L.	96	McDonald, Charles E.	292	Schille, S. L.	417
				Prine, Wendell C.	22	Murray, George L.	96	Mahoney, Gordon A.	292	Harper, Ellwood F.	420
				Reber, Byron G.	22	Bimson, Arthur I.	98	Urey, Julius M.	292	Corrigan, George A.	424
				Collison, Kenning T.	24	Disalva, Nazario J.	98	Sherman, J. G.	295	Bauman, Garfield	426
				Gibbons, F. T.	25	Kelly, Edwin R.	98	Duke, Henry E.	295	Foss, James M.	426
				Nelson, Julius C.	25	Arclero, T.	99	Lewis, Ivan L.	295	Ellen, Eldon D.	428
				Brickerd, Davy C.	26	Day, Robert N.	99	Alleman, Paul H.	295	Hill, H. W.	428
				Catalano, J. M.	26	Kirschner, Loumar S.	100	Cook, Kenneth M.	295	McGaha, F. H.	428
				Holt, Kenneth J.	26	Marshall, E. E.	100	Blakford Sr., Richard C.	295	Shandy Sr., Edington	428
				Poin, John J.	26	Robinson Jr., James F.	102	Messer, Lester M.	295	Sik, Roy V.	428
				Rohn, Charles F.	26	Her, Clyde H.	102	Seydel, Don W.	301	Brighton, James I.	428
				Rosenburgh, Owen	26	Lyster, Fred	102	Willert Jr., Lyle H.	302	Berry, Ivan C.	428
				Scherer, Joseph D.	26	Cudhly, James J.	103	Biggs, Fredo J.	302	Conry, Kenneth C.	429
				Swallow, William E.	26	Hayes, Donald F.	103	Willet Jr., Lyle H.	302	Walsh, James H.	429
				White, Willard N.	26	Horan Jr., James F.	103	Oglesby, William C.	304	Rittenberry, James E.	429
				Ziegler Sr., James H.	26	Kippenberger, William F.	103	McBroon, John W.	304	Wilson, Charles W.	429
				Blankenship, Ross G.	26	Mahn, O. W.	103	Hutchison, Orval	304	Thompson, W. E.	435
				Fitzgerald, Glenn A.	26	McQuillon, P. I.	103	Ward, Burton I.	304	Harrison, Harvey L.	436
				Meng, Edward	26	Mansloge, George C.	103	Morse, Norman I.	306	Knox, Tracy L.	436
				Miederhoff, John T.	26	Mills, J. A.	103	Mecca, Lester G.	306	Desimio, J. M.	436
				Bart, S. B.	26	Managhan, R.	103	Boyce, H. J.	306	Kurtz, Richard P.	436
				Bender, Harry	26	Pelrine, William J.	103	Omschen, Charles J.	306	McDermot, Thomas L.	438
				Burns, D. J.	26	Orav, Arthur	105	Trettel, Mark E.	306	Trettel, Mark E.	438
				Carroll Jr., William H.	26	Spence, David	105	Triembe, William H.	306	Solomon, William E.	439
				Chiariulli, Michael	26	Manko Jr., George J.	106	Solomon, William E.	309	Sanders, George A.	439
				Cleary, John P.	26	Barrett, Eugene F.	110	Traube, John L.	309	Powell, Jack	441
				Crackett, J.	26	Charpenier, C. J.	110	Blast, Matthias R.	310	Switzler, Benson J.	441
				Diiodato, J. J.	26	Reichert, Gordon	110	Stiffer, W. J.	312	Axen, Benton B.	446
				Dougherty, John P.	26	Branchaw, Joseph B.	111	Potter, R. M.	312	Chapman, Orland E.	446
				Emstheimer, E.	26	Roberts, Melvin L.	111	Wade, Billy J.	317	Harris, Alvis I.	447
				Fuchs, M.	26	Damorst, Arthur H.	112	Stanfill, R. E.	318	Peterson Jr., Hyrum	447
				Gilligan, James G.	26	Hori, El D.	112	Walsh, Howard	322	Florek, Adam K.	455
				Hoef, F.	26	Hoover, Forest D.	112	Zanella, Aldo	322	Marchitto, Frank A.	456
				Hughes, C. T.	26	Mieck, Wayne	113			Schultz, J.	456
				Jackwig, C.	26						
				King, A. P.	26						
				Krush, William S.	26						
				Landi, B.	26						



Cleare, William C.	460	Robinet, Cecil M.	602	Melton, Samuel E.	756	Kersley, John F.	1149	Duplessis, Richard A.		Terrill, Walter E.	
Gabahan, Proctor H.	463	Franklin, John	604	Arnold, Willie S.	760	Hedgecough, John D.	1151	Dupree, James G.		Thigpen, G. M.	
Debus, John P.	465	Cammins, Travis E.	606	Dail, J. H.	760	Iwachiv, Tomas R.	1183	Iwachiv, Tomas R.		Thill, George J.	
Gates, Stanley L.	465	Kerns, Forest M.	606	Dickey Jr., William L.	760	Murrill, Richard A.	1194	Erickson, Eric E.		Thompson, William	
Palermo, Flora	465	Roberts, Theodore	606	Pryor, Frank B.	760	Christhill, E. W.	1200	Fahle, W. A.		Tromble, E.	
Gibson, Carl L.	466	Dodson, Shelly A.	611	Rains, John J.	760	Ruckert, L. P.	1200	Florence, Richard D.		Trompeter, Richard J.	
Voss, Billy H.	466	Pampin, William S.	611	Sharpe, Otis O.	760	Vickers, Willie	1205	Fox, Edward P.		Vanderbeek, W. F.	
Bowling, Willie D.	467	Simpson, William F.	611	Dawson, Melvin E.	762	McKee, Alvin L.	1206	Frey, Paul		Vidito, W. H.	
Gull Jr., Samuel W.	467	Smith, John H.	611	Thaxton, John	767	Walker, James R.	1208	Frizzo, Joseph Z.		Wainston, Harry	
Jolly, Curtis E.	474	Brown, Richard S.	613	Woodard, Jewel R.	767	Lefebvre, Lawrence	1212	Fulton, William L.		Washkow, Kaye	
May, Joe A.	474	Munro, Tom M.	613	Berthelote, T. J.	768	McClain, Frank	1212	Gabelman, C.		Weber, Raymond F.	
Slaughter, Effie M.	475	Nelson, Dewitt T.	613	Roeber, Virgil L.	768	Schisselbauer, George Y.	1212	Gates, James A.		Welch Jr., Russell E.	
Boldygo, S. F.	476	Vaughn, S. D.	613	McGuire, Patrick J.	769	Amorson, L.	1245	Gillard, William B.		Went, James F.	
Combs, C. C.	477	Ward, Marion W.	613	Whitted, Belden O.	769	Barne, Neil K.	1245	Gregory, Robert S.		Weinstein, Howard R.	
Decarolis, S.	477	Yaelker, Edgar C.	617	Comicelli, Anthony J.	770	Darling, David L.	1245	Grimm, Marie O.		Whimora, Ivan L.	
Horton, Lawrence D.	477	Goff, V. M.	618	Roberts, P. E.	773	Staley, Hal C.	1245	Grizzle, Daniel L.		Whitaker, Lawrence	
Noel, Paul R.	477	Fleming, Eric R.	629	Branson, F. E.	778	Atkinson, Arthur W.	1249	Grotheer, Frederick J.		Wilder, Howard C.	
Rota, Hermes L.	477	Warner, Colon R.	631	McMurray, Joseph C.	779	Browne, Clayton W.	1253	Haller, Francis S.		Wilson, Bedford N.	
Williams Jr., John H.	477	Niles, William T.	636	Williams, J.	780	Kissick, Charles J.	1253	Hammenman, Robert K.		Wilson, James F.	
Ladd, O. O.	478	Wickiam, J.	636	Cahoon, Allen E.	783	Freitas Jr., Manuel F.	1260	Hartley, Ralph		Woodcock, F. W.	
Pritzen, H. L.	479	Bowling, Luther H.	637	Clousen, C. H.	783	Allen, Gole D.	1302	Harwood, Joseph A.		Wyatt, William	
Chesrown, James W.	481	O'Neill, Edward S.	637	Nelson, Clyde E.	784	Osborne, Marvin L.	1306	Hayward, Ralph S.		Wysocki, John F.	
Johnson, William	481	Whitenock, Robert L.	637	Kamps, E. C.	791	McVay, E. R.	1315	Hesburn, H. W.		Young, James W.	
Marcum, Melvin D.	481	McFadden, James T.	639	Wallizer, R. L.	799	Sorber, F. G.	1319	Hill, Harold G.		Zelo, J. W.	
Moran, Arthur D.	481	Alexander, Rolly W.	640	Bent, Arthur D.	800	Hodgson, Earl K.	1339	Holler, Velmore A.			
Ritter, R.	481	Cox, Carol W.	640	Newbigging, T. E.	804	Brooks, John A.	1340	Holl, Lawrence J.			
Sproy, E. E.	481	Dalton, C.	640	Whitehead, Walter G.	804	Peede, Bruce C.	1340	Hood, Fred E.			
Hood, Oscar S.	482	Drigash, D.	640	Stenson, William F.	806	Ingraham, M. H.	1352	Hoppenroth, Ray A.			
Boyles, F. J.	483	McDermid Jr., Earl W.	640	Waldron, John B.	806	Brou, Robert F.	1358	Ings, Gordon M.			
Clark, William H.	483	Parks, Marvin D.	640	Hester, L. E.	812	Bennett, H.	1379	Jagler, Edward J.			
Conine, G. J.	483	Simpson, William J.	640	Robertson, Russell W.	816	Ramage, Edward E.	1392	James, Bennie			
Jones, Leo C.	483	Newton, Harvey W.	643	Facci, Mario D.	817	Bills, N. S.	1392	Janer, J. A.			
Melvin, G. M.	483	Perogin, James H.	648	Christman, John C.	836	Boothe, John P.	1393	Jenkins, Daniel E.			
Bondurant, Reuben G.	485	Evanko, G.	649	Yaitt, Robert L.	840	Carry, P. F.	1393	Johnson, Margaret A.			
Pollard, Carl W.	486	Harris, Hiram A.	649	Driver, Lawrence E.	841	Late, Roy D.	1393	Johnson, Richard O.			
Battistelli, Dominick J.	488	Crome, Melvin S.	650	Sherrill, Leonard E.	841	Paulley, Robert J.	1393	Johnstone, William A.			
Torsi, Americo	488	Turner, F. E.	654	McGarvey, R. J.	846	Speece, Clarence A.	1393	Jones, W. Z.			
Ghirardi, Jeremiah J.	490	Levit, P. J.	654	Tramble, Marshall E.	852	Young, Marvin B.	1393	Josewski, Chester L.			
Gerber, John E.	494	Raty, John D.	659	Kimble, William R.	854	Gill, C.	1426	Karoly, James R.			
Kloosman, Leonard	494	Brennan, Edward B.	659	Clynton, William S.	860	Peterson, LeRoy R.	1426	Karpisk, Alexander W.			
Kosloske, Donald F.	494	Christian, Delmar C.	659	Crosby, Wallon L.	861	Lloyd, Ronald R.	1443	Kessler, N. L.			
March, E.	494	Fitzpatrick, H. J.	659	Szwabowski, Edward S.	865	Lazarus, Merlin J.	1464	King, A. W.			
Semple, William T.	494	George, Joseph P.	659	Cleveland, Ernie	870	Ward, M. E.	1474	Koch, Jesse C.			
Brown, Herbert H.	495	Holcomb, Grove R.	659	Drayton, Henry	876	Forbes, V.	1501	Lange, J. A.			
Wilmoth, H.	496	Johnson, Laurice H.	659	McMains, Carl N.	876	Kelley, A. R.	1501	Lazarus, Merlin J.			
Green, Kenneth L.	497	McFarland, J. R.	659	Rauker, Walter A.	876	Kater, Albert W.	1523	Lewis, D. D.			
Keller, Lawrence W.	497	Poston, Ralph E.	659	Haase, Lowell W.	880	York, Virgil O.	1531	Liberty, George W.			
Siegwarth, J. L.	497	Smith, C. F.	659	Hamme, Bernie	886	Coddes, Gerald P.	1547	Lien, Halmer			
Neill, George	499	Thompson, K. G.	661	Wahl, V. A.	886	Lynch, F. B.	1547	Lucero, Bennie			
Fredo Jr., Raymond A.	501	McClure, Robert W.	661	Kennedy, J.	887	Benson, Jimmy D.	1579	Luhrs, Robert C.			
Gostinger, Donald W.	501	Manvitz, Joseph	663	Mancini, G. B.	889	Johnson, Marlon L.	1579	MacMurray, C. S.			
Sanchioni, Joseph P.	501	Dollmans, Milton J.	663	McClintock, G. E.	889	Nichols, Delmar A.	1579	Marcell, V. K.			
Siegel, L.	501	Yusk, E. P.	663	McDonald, J.	889	Tallis, Lonnie C.	1579	Moutner, James W.			
Strong Jr., Burton	501	Conway Jr., Thurlow R.	666	DeSor, T. W.	893	Mesa, S. G.	1710	McGowan, R.			
Vinilli, Mario V.	501	Grooms, John W.	666	Leight, William A.	893	Saballo, Jack J.	1710	Mega Jr., Steve F.			
Lockhart, Roy	502	Noonan, Philip A.	666	Walker, J. E.	893	Doathwright, Lubin E.	1733	Meier, John H.			
Gravol, Robert D.	505	Powers, David E.	666	Kennedy, Vernon R.	894	Patchford, Clyde E.	1749	Meyer, John J.			
Sizemore Jr., Robert	505	Rust Jr., Leonard W.	666	Kaene, Charles E.	894	Campbell, Ernest L.	1753	Miller, T. E.			
Brown, Jesse	508	Foster, James F.	666	Dempsey, Nichell S.	903	Wallis, Alex.	1782	Mitchell, William L.			
Kelly, A. D.	508	Mallon, F. H.	667	McIntosh, Kenzie F.	904	Fletcher, H. G.	1837	Moder, Edward C.			
Kicklighter, Arnold H.	508	Keller, Lawrence W.	668	Frost, L. B.	910	Lamson, George I.	1837	Monahan, J. B.			
Mobley, Clarence E.	508	Paluski, John A.	669	Farrandson, Crisanto	915	Cloak, Wayland D.	1925	Moore, Frank W.			
Glaze, J. P.	520	Parker, Jonathan M.	669	Winkler, J. D.	915	Golko, W.	1992	Morgan, David S.			
Morgan, James F.	522	Williams, R. I.	676	Blanton, William C.	917	Shirko, John A.	2085	Morris, William E.			
See, Leroy G.	527	Phillie, Walter E.	682	Perry, Tony	925	Limbo, William F.	2113	Mosca, Raphael R.			
Shipp, Parrish M.	527	Rittenhimer, Theodore A.	683	Stevenson, Leonard K.	932	Pierce, Ernest S.	2113	Moser, S. T.			
Reiss, Arturs	529	Zimmerman Jr., Henry	683	Davis, Lester R.	934	Brown, Elliott W.	2150	Murray, George W.			
Henry, R. L.	531	Henderson, Joseph S.	684	Triplett, J. H.	934	Shirko, John A.	2150	Nelis, R. J.			
Potter, G. H.	531	Roberts, John J.	684	Braden, Preston V.	939	Limbo, William F.	2113	Nelson, Carl O.			
Torgerson, Clarence	532	Cooney, Frank T.	686	Bowling, Richard L.	948	Pierce, Ernest S.	2113	Noto, B.			
Hodge, Hobart R.	540	Fugor, Mark L.	688	Gillilan, R. E.	948	Brown, Elliott W.	2150	O'Keefe, Francis J.			
Long, Dale V.	540	Anderson, Chester C.	697	Hagan, Roger W.	948	Loeschmann, J.	2150	Ovnelin, John W.			
Paulus, Sylvester A.	540	Guth, James W.	697	Engle, L. H.	949	Hamm, Joseph W.	2159	Podawell, Henry			
Swanbeck, Nels	543	Lucas, John S.	697	Greene, M. H.	952	Ende, George S.	2295	Fallicher, William E.			
Blackburn, A. H.	549	Settle, George T.	697	Burd, B. W.	953	Peddigrew, Robert A.	2330	Fohl, Isidore			
Dillon, C. T.	549	Walker, John A.	700	Ciebel, William O.	953			Pollard, Floyd D.			
Moore, Charles L.	553	Thompson, Keith D.	701	James, Carl D.	953			Potaski, Harry M.			
Thompson, Robert H.	553	Coleman, A. Y.	702	Martinez, Lawrence W.	953			Pratt, Jack N.			
Delaney, James E.	557	Lashbrook, Marvin R.	702	Peterson, A. C.	953			Rains, Charles R.			
Cooper, Johnny M.	558	Lingle, Willard E.	702	Syith, Donald W.	953			Regopoulos, James C.			
Devine, George O.	558	Muench, William J.	702	Voegell, W. B.	953			Ricc, Joseph A.			
Dryden, David E.	558	Vickers, Jesse A.	702	Walker, D. J.	960			Rich, Bertel F.			
May, I. C.	558	Watson, D. J.	702	Casart, Ernest	964			Riggles, Russell J.			
Thompson, Harschell E.	558	Coover, Frank T.	686	Hartmann, Harold	965			Eissman Sr., Robert L.			
Beck, F. A.	569	Rymke, Eugene S.	713	Roach, Vincent E.	965			Roon, C. F.			
Birdsall, H. L.	569	Shields, Joseph	713	Roll, N. F.	965			Robertson, J. W.			
D'Agostalo, Santo A.	569	Adkins, Gerald I.	716	Blair, Denver H.	968			Rose, J. A.			
Mabrey, William H.	569	Black, H. H.	716	Smith, Charles	968			Rowling, Gordon J.			
Sharbama, Charles C.	569	Howard Jr., J. M.	716	Ackley, C. D.	975			Kuby, Roselena A.			
Smith, Lynn M.	569	Kiel, W. W.	716	Kegeles, Ervin J.	975			Salt, Manuel			
Kumler, Max H.	570	McWhorter, William M.	716	Sorden, William F.	984			Sales, Leonard A.			
Lyons, John M.	570	Nias, Haig P.	716	Bagar, Eugene V.	984			Santlo, Peter A.			
Trombell, R. B.	572	Schwander, R. B.	716	Hutchinson, Lowell I.	985			Scalo, R.			
Halbach, David R.	573	Slaker, Donald W.	716	Jensen, Robert E.	985			Schmid, John B.			
Kalnowski, Alfred H.	573	Tennison, Ray M.	716	Bowling, Lee A.	995			Schroeder, Marie E.			
Post, W. L.	573	Weiman, Nelson A.	716	Bueche Jr., Eribert	995			Scott, C. R.			
Stillwagon, Rodney W.	573	Wood, Otis S.	716	Castleberry, Elford	995			Shoemaker, Harris E.			
Armstrong, Charles G.	575	Walodzhko, Edmund	719	Davis, Millard B.	995			Shroka, William J.			
Johnson, John G.	576	Jenkins, John B.	721	Ford, Clifford H.	995			Simmons, Clyde O.			
Chambers, S. L.	582	Peyton, B.	721	Taylor, Floyd R.	995			Snyder, S. L.			
Peterson, Clair D.	583	Flohr, Max E.	723	Jemigun, Alpheus D.	1001			Snyder, V. M.			
Weeks, A. A.	583	Wartenberger, Ivan H.	723	Bradshaw, Ace L.	1002			Stewart, Thomas H.			
Yoger, Willie E.	583	Wood, Emmert B.	723	Davis, D. A.	1002			Stoddard, C. A.			
Davis, J. C.	584	Goo, Walter A.	724	Summers, Ralph G.	1002			Stroud, Charles R.			
Degrafrenard, William A.	584	Geiger, John S.	725	Thompson, Raymond	1002			Stuchel, E.			
Dilley, James C.	584	May, Richard M.	725	Robinson, M. G.	1022			Sullivan, Brendan J.			
Beckman, Walter R.	593	Ottick, Lowell E.	725	Cogle, Lawrence J.	1025			Tal, Eugene H.			
Benniger, Carl D.	595	Dias, Lloyd W.	728	Roswell, Ernest H.	1049			Taylor, James W.			
Bevicausa, Vito P.	595	Faulkner, Willie E.	728	Campbell, James E.	1066						
Oates, H. C.	595	Maniguy, Robert S.	728	Alexander, George M.	1093						
Ogden, Denver L.	595	Snodgrass, Marshall D.	728	Pravin, F.	1105						
Powers, Eugene W.	595	Toal, Joseph H.	728	Balme, Lawrence C.	1106						
Taylor, Dale A.	595	Yeitch, John R.	728	Barnau, Lawrence C.	1122						
West, David C.	595	Yaich, John R.	728	Constell, Ralph E.	1121						
McCullough Jr., George G.	596	Downs, J. W.	734	Dannenberg, G. L.	1141						
Smith, Robert B.	596	Jarvis, W. M.	736	Galusho, Richard B.	1141						
Kriender, Elmer	598			Ghinstead Jr., Henry	1141						
Blowers, Milo W.	601										
McDonald, Ralph E.	601										

**BIRTH DATES CORRECTED**

Acceptable documents were submitted, and corrections have been made in the International Office records of the following members:

CARD IN THE I.O.	FORMERLY OF I.U.
Wess, Donald C.	459
Mills, Noah L.	495
DeRoche, William R.	1070
Merry, Marlon G.	1334

**MEMBERSHIP IN I.U.**

Dixon, Herschel F.	1
Borrett Jr., John J.	3
Davila, Marcos	3
DiDomenico, Anthony	3
Yraola, Napoleao D.	3
George, John T.	5
Kiesinger, Joseph R.	9
Roussel, George O.	11
Williams, Raymond F.	17
Laffey, Michael	25
Page, Lewis E.	26
Azzinaro, Angela M.	35
Pianco, Glenn E.	48
Lobert Jr., Thomas P.	60
Wilkes, Charles C.	68
Shinefield, Charles B.	76
Beck, Richard	98
Purcell, William J.	98
Deatherage, George V.	101
Gospond, Walter M.	110
Foster, Billy D.	125
Dilencenzo,	





## SAFETY & HEALTH TIPS

# Prostate Enlargement And Prostate Cancer

### Information For a Man And His Family

As a man ages, he can almost certainly expect to have an enlarged prostate gland. The prostate is a gland, located just below the bladder, that surrounds the urethra, the passageway for the transportation of urine and semen. Enlargement of the prostate is caused by the production of a male hormone that the body begins generating around age 45.

### Prostate Enlargement

More than 75 percent of men over age 50 experience some form of prostate enlargement. Some will have few or no symptoms, while others may experience problems with urinary functions or pain. (See box for symptoms of prostate problems.)

Some men are unwilling to discuss prostate enlargement with their doctor because they are uncomfortable with the digital rectal exam (DRE), and because they fear that treatment may effect their ability to have sexual relations. While the DRE is the primary means of examining for an enlarged prostate, the exam is not painful, it is uncomfortable for only a few minutes. But early detection can lessen the need for aggressive treatment. There are many treatment options that will not reduce a man's sexual functions. The earlier that treatment begins, the better the results are. If treatment becomes necessary, the patient and the doctor have several options to

choose from. The option that is chosen will depend on the results of diagnostic tests, the patient's perception of the severity of each option and the patient's age.

Two drugs are available for the treatment of an enlarged prostate. One is *Finasteride*, which reduces the levels of the male hormone dihydrotestosterone (DHT) and actually shrinks the prostate gland. The other drug is *Hytrin*, which causes the muscular portion of the prostate to relax reducing the constrictive effect on the urethra. Both of these drugs are considered "maintenance drugs" and must be taken every day. When the medication is discontinued, the problems reoccur.

Another type of treatment uses a balloon to open up the constricted urethra. A catheter with an inflatable balloon is threaded through the urethra, the balloon is inflated to expand the passage. This procedure is done on an outpatient basis using only local anesthesia.

Many doctors now feel that surgery should be an option only when the patient is unable to urinate at all or has indications of kidney damage or has frequent urinary infections. One surgical option is called *Transurethral Resection of the Prostate* (TURP). The doctor inserts a special instrument through the penis into the prostate and removes some tissue surrounding the urethra. This procedure usually requires a hospital stay of two or three days. A new laser technique is being used for this surgery in some circumstances. This type of surgery has only been used for the past two or three years.

Less traumatic surgery is *Transurethral Incision of the Prostate* (TUIP). It is an outpatient procedure in which the doctor again inserts an instrument through the penis and urethra to make one or two small cuts in

the prostate, releasing the pressure on the urethra.

More and more doctors are adopting a "watchful waiting" policy for men with non-cancerous prostate enlargement, benign prostate hyperplasia (BPH). The patient is examined on a yearly basis or more often if the symptoms become more troublesome. For most men this treatment will be all that is necessary.

### Prostate Cancer

An estimated one-third of all men over the age of 50, have early undiagnosed prostate cancer. Most of these cancers are destined to remain harmless, but some will progress to a clinically significant disease. A cancerous tumor could be the cause of the gland's growth. Approximately 165,000 American men are diagnosed with prostate cancer every year. An estimated 35,000 men die annually from prostate cancer. The death rate for African American men is twice the rate of white men. Ninety-eight percent of all prostate cancers are diagnosed in men ages 55 and older.

**Early detection is the key to successful treatment of prostate cancer.** Just as with many other common cancers, the survival rate for prostate cancer is good when the tumor is discovered in its early stages. Men who are diagnosed with prostate cancer when it is localized, or has not spread to other tissue, have a survival rate of 91 percent.

Today's doctors have several tests that can be used to determine if the patient has prostate cancer. The DRE is the important first step in the procedure. In conjunction with the DRE, the doctor will order a blood test to measure substances called prostate-specific antigen (PSA) and prostatic acid phosphatase (PAP). By themselves these tests will not confirm that the patient has cancer. But if the tests



are abnormal, the doctor will probably have a *transrectal ultrasound* performed. This allows the doctor to determine the exact location of any abnormality and a biopsy is performed, using a needle to remove tissue from the prostate. Using a microscope, a pathologist will examine the tissue for cancer cells. If the diagnosis is cancer, the pathologist can often tell whether the cells are likely to grow slowly or quickly.

Treatment for prostate cancer depends on many factors and there are many options for the patient and the doctor to consider. The treatment plan must consider the patient's needs, stage of the disease, the patient's age, general health, and his feelings about the treatments and their possible side effects. Before starting treatment the patient should have a second doctor review the diagnosis and the treatment plan. A short delay will not reduce the chance that the treatment will be successful.

If treatment is required, the choice may be surgery, radiation therapy, or hormone therapy. Sometimes patients receive a combination of these treatments.

Surgery to remove the entire prostate is called *Radical Prostatectomy*. Surgery has a cure rate of about 95 percent. New surgery techniques may allow surgeons to avoid permanent injury to nerves that control erection and damage to the opening of the bladder.

In radiation therapy, high-energy rays are used to damage cancer cells and stop them from growing. Most often external radiation is used, however, internal radiation may be used by itself or with external radiation. Internal radiation involves planting radiation seeds directly in the prostate. Radiation therapy may cause impotence in some men.

Hormone therapy is used to treat

prostate cancer that has spread to other tissues. Hormone therapy prevents the prostate cancer cells from getting the male hormones they need to grow.

Again, one treatment plan is "watchful waiting" or a "conservative" approach. Normally, prostate cancer grows at a slow rate. This consideration along with the patient's age may make the watchful waiting approach a viable choice. By careful monitoring of the patient the doctor may be able to determine if the cancer is growing. Pathologist John McNeal, of the Stanford Medical School, contends that periodic PSA measurements will reliably indicate the cancer's rate of growth, providing a rough measure of its predilection to spread.


Recently, researchers announced the first large-scale, long-term prevention trial for prostate cancer. Sponsored by the National Cancer Institute (NCI), the study will involve 18,000 men ages 55 and older at 222 study sites across the United States. The goal of the study is the prevention of prostate cancer. The NCI is providing approximately \$60 million to conduct the study.

The study is designed to test whether the drug *Finasteride* will prevent prostate cancer. Because BPH and prostate cancer are influenced by similar hormonal factors, researchers believe that *Finasteride* may also prevent cancer. As mentioned earlier, *Finasteride* reduces the levels of the male hormone DHT.

The 18,000 men in the study will be divided randomly into two groups. One-half will take a 5-milligram tablet of *Finasteride* per day for 7 years, and one-half will take a placebo (an inactive pill that looks like *Finasteride*) every day for 7 years. During the study, the men will have annual DREs and PSA blood tests. At the end of the 7 years, each man will have a biopsy done.


Remember, an informed patient can make intelligent decisions about his treatment for either an enlarged prostate or prostate cancer. Thoroughly discuss each treatment option and its possible side effects with your doctor. Do not hesitate to seek a second opinion.

A good source for information on prostate problems is the **National Institute on Aging**, an agency of the Federal Government. Their toll free telephone number is **1-800-222-2225**.

**The Cancer Information Service**, a program of the National Cancer Institute, is staffed by well informed people who will answer your questions, provide you with a summary of the latest therapy recommendations, and provide you with free publications. Their toll free telephone number is **1-800-422-6237**. 

### Symptoms of Possible Prostate Problems

A man who has the following symptoms should see his family doctor or a urologist. Only a doctor can determine whether such symptoms are caused by prostate cancer, BPH, or some other condition, such as an infection or stones in the prostate.

- ⚡ A need to urinate frequently, especially at night.
- ⚡ Difficulty starting urination or holding back urine.
- ⚡ Inability to urinate.
- ⚡ Weak or interrupted flow of urine.
- ⚡ Painful or burning urination.
- ⚡ Painful ejaculation.
- ⚡ Blood in urine or semen.
- ⚡ Frequent pain or stiffness in the lower back, hips or upper thighs. 



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One-half percent discount off participating real estate agent's commission. Savings for buyers, too.

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### First-time buyers get special help!

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**UNION MEMBER MORTGAGE AND REAL ESTATE**

To be eligible for any real estate or mortgage benefits, you must first call the program's toll-free number to register.

Program currently available only to union members in the U.S. and certain territories. Financing provided through PEHUS Mortgage-Licensed Mortgage Bankers: NYS Banking Department, Illinois Residential Mortgage Licensure, Licensed Mortgage Banker; NJ Department of Banking, Arizona Residential Mortgage Licensee; ML0060, Massachusetts Residential Mortgage Licensee; BK10039. Each CENTURY 21 office is independently owned and operated. © Mark owned by CENTURY 21 Real Estate Corporation. Union Member Mortgage and Real Estate Benefits not available through walk-ins to your local CENTURY 21 offices.





# IN MEMORIAM

## PBF Death Claims Approved for Payment in February 1994

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
3	Hammerschlag, F.	5,000.00	Pens. 118	Straub, L. H.	2,400.00	Pens. 134	Gierke, W. H.	2,400.00	Pens. 369	Braun, W. F.	2,400.00
3	Moore, J.	5,000.00	Pens. 122	Raber, B. G.	2,400.00	Pens. 134	Kelleher, D. E.	2,400.00	Pens. 379	Bramlett, J. B.	2,400.00
3	Rigano, D. A.	2,500.00	Pens. 124	Collison, K. T.	2,400.00	Pens. 134	Kovak Jr., L.	2,400.00	Pens. 384	Schuchman, E. C.	2,400.00
3	Rumley, J.	5,000.00	Pens. 125	Gibbons, F. T.	2,400.00	Pens. 134	Ryan, R. R.	2,400.00	Pens. 400	Fornaratto, L. F.	2,400.00
3	Siddons, D. F.	5,000.00	Pens. 125	Nelson, J. C.	2,400.00	Pens. 134	Silverman, H. A.	2,400.00	Pens. 405	LaPainis, R. E.	2,400.00
3	Thomson, R. C.	5,000.00	Pens. 126	Smith, J. E.	2,400.00	Pens. 134	Sterczek, J. A.	2,400.00	Pens. 413	Becker, U. J.	2,400.00
3	Woodberry Jr, M.	5,000.00	Pens. 127	Benham, W. F.	2,400.00	Pens. 134	Zwierzycki, A. E.	2,400.00	Pens. 413	Christensen, A. R.	2,400.00
9	Kaufhold, K. S.	10,000.00	Pens. 131	Carlsness, G. N.	2,400.00	Pens. 145	Messer, L. M.	2,400.00	Pens. 413	Eriksen, A. F.	2,400.00
26	Coley Jr., A. R.	10,000.00	Pens. 131	Lawrence, C.	2,400.00	Pens. 145	Willert Jr., L. H.	3,712.00	Pens. 413	Moore, C. J.	2,400.00
36	Ponder, J. E.	5,000.00	Pens. 134	Johnson, P. H.	3,950.00	Pens. 146	Biggs, F. J.	2,000.00	Pens. 413	Taggart, C.	2,400.00
53	Harris, R. R.	5,000.00	Pens. 134	Pryor, W. H.	2,400.00	Pens. 153	Ward, N. L.	2,400.00	Pens. 420	Harper, E. F.	2,400.00
57	Jenkins, R. V.	5,000.00	Pens. 141	Mallett, S. G.	2,400.00	Pens. 160	Boyce, H. J.	2,400.00	Pens. 428	Bankston, M.	2,400.00
58	Gordon, P. D.	5,000.00	Pens. 141	Muranyi, V.	2,400.00	Pens. 163	Messersmith, L. H.	2,400.00	Pens. 429	Joyner, W. G.	2,400.00
58	Thomas, G. E.	1,250.00	Pens. 145	Cummings, R. E.	2,400.00	Pens. 166	Pratt, F. S.	2,400.00	Pens. 435	Thompson, W. E.	2,400.00
77	Knall, L.	5,000.00	Pens. 146	Hedberg, H. M.	2,400.00	Pens. 175	Potter, R. K.	2,842.02	Pens. 436	Harrison, H. L.	2,400.00
80	Gurganus, H. C.	5,000.00	Pens. 146	Ross, C. D.	2,400.00	Pens. 176	Chaplinski, D. R.	2,400.00	Pens. 436	Knox, T. L.	2,400.00
84	Barton, C. C.	1,666.67	Pens. 146	Stephens, L.	2,400.00	Pens. 176	Welsh, H.	2,400.00	Pens. 440	Gonzalez, M. E.	2,400.00
90	Porrini, F.	242.86	Pens. 148	Thompson, R. P.	2,400.00	Pens. 177	Dean, M. M.	2,400.00	Pens. 441	Baer, M. A.	2,400.00
111	Bowen, J. W.	10,000.00	Pens. 149	Barnhart, C. D.	2,400.00	Pens. 177	Hull, E. H.	2,400.00	Pens. 441	Baker, V. E.	2,400.00
126	Shiley, D.	5,000.00	Pens. 151	Rolintis, V. V.	2,400.00	Pens. 193	Clark, J. M.	2,400.00	Pens. 441	Switzer, B. J.	2,400.00
134	Formosa, R. E.	5,000.00	Pens. 152	Hannen, C. A.	2,400.00	Pens. 193	Hardesty, L.	2,400.00	Pens. 446	Axen, B. B.	2,400.00
175	Collake, W. R.	5,000.00	Pens. 156	Olson, E. W.	2,400.00	Pens. 195	Utke, H. F.	2,400.00	Pens. 449	Peterson Jr., H.	2,400.00
177	Wilkinson, P. H.	10,000.00	Pens. 157	Du Vander, V. C.	2,400.00	Pens. 210	Cossetta, N.	2,400.00	Pens. 455	Floreck, A. R.	2,400.00
213	Sillanpaa, A. I.	5,000.00	Pens. 157	Holman, V. M.	1,200.00	Pens. 210	Rose, D. E.	2,400.00	Pens. 456	Schultz, J.	2,400.00
258	Olson, J. B.	5,000.00	Pens. 157	Scroggins, A. A.	2,400.00	Pens. 212	Messick, R. E.	2,400.00	Pens. 463	Gabehart, P. H.	2,400.00
292	Gallagher, B. F.	5,000.00	Pens. 158	Black, R. C.	2,400.00	Pens. 212	Schmitt, E. M.	2,400.00	Pens. 465	Debus, J. P.	2,400.00
325	Kozak, T. J.	5,000.00	Pens. 158	Haining, D. G.	2,400.00	Pens. 213	Pavitt, W.	2,400.00	Pens. 465	Gates, S. L.	2,400.00
343	Frisbie, E. S.	3,750.00	Pens. 158	Luedke, F. E.	2,400.00	Pens. 213	Spargo, M. E.	2,400.00	Pens. 466	Gibson, C. L.	2,400.00
353	Caska, P.	5,000.00	Pens. 166	Bock, F. G.	2,400.00	Pens. 214	Kucker, C. A.	2,400.00	Pens. 466	Vass, B. H.	2,863.88
353	Edwards, D. J.	5,000.00	Pens. 166	Riggs, S.	2,400.00	Pens. 217	Snyder, C. L.	2,400.00	Pens. 477	Horion, L. D.	2,400.00
353	Nogy, J.	5,000.00	Pens. 166	Taylor, V.	2,400.00	Pens. 220	Morris, H. M.	2,400.00	Pens. 477	Noel, P. R.	2,400.00
424	Knierim, S.	5,000.00	Pens. 168	Butow, D. L.	3,957.40	Pens. 226	Hoy Jr., E. J.	2,400.00	Pens. 477	Rota, H. L.	2,400.00
440	Allen Jr., S. W.	5,000.00	Pens. 173	Klaus, D. E.	2,400.00	Pens. 226	Morgan, R. A.	2,400.00	Pens. 477	Williams Jr., J. H.	2,400.00
494	Albert, D. M.	10,000.00	Pens. 177	Eary, H. F.	2,400.00	Pens. 226	Patterson, M. P.	2,400.00	Pens. 478	Ladd, O. O.	2,400.00
569	Bear, E. L.	5,000.00	Pens. 177	O'Toole, R. J.	2,400.00	Pens. 229	Mainhart, W. W.	2,400.00	Pens. 479	Pritzen, H. L.	2,400.00
760	Martin, C. H.	5,000.00	Pens. 177	Young, H. E.	2,400.00	Pens. 237	Adams, H. A.	2,400.00	Pens. 481	Chesrown, J. W.	2,960.00
773	Sweeney, J. E.	5,000.00	Pens. 179	Wilber, G. W.	2,400.00	Pens. 245	Deepe, K.	2,400.00	Pens. 481	Moran, A. D.	2,400.00
910	King, B. L.	10,000.00	Pens. 181	Lewis, W. R.	4,405.85	Pens. 246	Panetta, A.	2,400.00	Pens. 481	Spray, E. E.	2,400.00
917	Ohwell, W. D.	5,000.00	Pens. 184	Dadson, T. H.	2,400.00	Pens. 268	Gallagher, F. M.	2,400.00	Pens. 482	Hood, O. S.	2,400.00
1547	Fuller, J. C.	5,000.00	Pens. 184	Eloid, C.	2,400.00	Pens. 271	Bortel, O. L.	3,857.26	Pens. 483	Clark, W. H.	4,333.46
1701	Spangler, C. L.	5,000.00	Pens. 184	Getz, D. C.	2,400.00	Pens. 271	Brixey, W. A.	2,400.00	Pens. 483	Conine, G. J.	2,400.00
1788	Kaszas, G.	5,000.00	Pens. 184	Smith, R. A.	2,400.00	Pens. 278	Michael, F. L.	2,400.00	Pens. 488	Battistelli, D. J.	2,400.00
O. 1586	Quehenberger, R. C.	5,000.00	Pens. 190	Dubois, D. A.	3,280.00	Pens. 292	Elvendahl, B. E.	2,400.00	Pens. 494	Gerber, J. E.	2,400.00
O. 1210	Knight, G. W.	5,000.00	Pens. 199	Day, R. N.	600.00	Pens. 292	Engelbreton, J.	2,400.00	Pens. 494	March, E.	2,400.00
Pens. 11	Dougherty, L. F.	2,400.00	Pens. 100	Kirschner, L. S.	2,400.00	Pens. 292	Higginbotham, I. D.	2,400.00	Pens. 494	Semple, W. T.	2,400.00
Pens. 11	Paim, J. J.	2,400.00	Pens. 100	Marshall, E. E.	2,400.00	Pens. 295	Allen, E. D.	3,110.00	Pens. 497	Green, K. L.	2,400.00
Pens. 12	Miederhoff, J. T.	2,400.00	Pens. 102	Luyster, F.	2,400.00	Pens. 295	Elam, J. B.	2,400.00	Pens. 497	Keller, L. W.	2,400.00
Pens. 13	Bender, H.	2,400.00	Pens. 103	Menslage, G. C.	2,400.00	Pens. 295	Hill, H. W.	2,400.00	Pens. 497	Siegwarth, J. L.	2,400.00
Pens. 13	Burns, D. J.	2,400.00	Pens. 103	Mills, J. A.	2,400.00	Pens. 295	McGaha, F. H.	2,400.00	Pens. 501	Gasteiger, D. W.	2,400.00
Pens. 13	Cleary, J. P.	2,400.00	Pens. 112	Demore, A. H.	2,400.00	Pens. 295	Shandy Sr., E.	4,518.50	Pens. 501	Vinilli, M. V.	2,400.00
Pens. 13	Crockett, J.	2,400.00	Pens. 112	Hart, E. D.	2,400.00	Pens. 304	McBroom, J. W.	2,400.00	Pens. 520	Glaze, J. P.	2,400.00
Pens. 13	Gilligan, J. G.	2,400.00	Pens. 115	Dufresne, G.	4,606.40	Pens. 304	Swihart, R. E.	2,400.00	Pens. 527	See, L. G.	2,796.94
Pens. 13	Krush, W. S.	2,400.00	Pens. 115	Pickell, R. D.	2,400.00	Pens. 306	Trimble, W. H.	2,400.00	Pens. 527	Shipp, P. M.	2,400.00
Pens. 13	Madden, H. A.	2,400.00	Pens. 120	Capener, J. H.	3,907.40	Pens. 309	Traube, J. L.	2,400.00	Pens. 529	Reiss, A.	2,400.00
Pens. 13	Muller, N. J.	2,400.00	Pens. 121	Payne, G. H.	2,400.00	Pens. 313	Rich, J. F.	2,834.79	Pens. 557	Delaney, J. E.	2,400.00
Pens. 13	Taube, I.	2,400.00	Pens. 122	Clark, W. C.	2,400.00	Pens. 317	Wheeler, V. J.	2,400.00	Pens. 558	Dryden, D. E.	2,400.00
Pens. 13	Tuzzolino, A.	2,400.00	Pens. 122	Zanation, C.	2,400.00	Pens. 322	Hulsey, S. D.	2,400.00	Pens. 569	Birdsoll, H. L.	2,400.00
Pens. 15	Cummins, J. F.	2,400.00	Pens. 124	Bartlett, L. L.	2,400.00	Pens. 323	Brandenburg, F. J.	2,400.00	Pens. 569	Mabrey, W. H.	2,400.00
Pens. 15	Mitchell, J. K.	2,400.00	Pens. 124	Welborn, H. R.	2,400.00	Pens. 325	Powell, J.	2,400.00	Pens. 573	Post, W. L.	2,400.00
Pens. 15	Sharbaugh, H.	400.00	Pens. 125	Brittain, W. E.	2,400.00	Pens. 329	Alexander, L. D.	2,400.00	Pens. 583	Peterson, C. D.	2,400.00
Pens. 16	Cicero, R. D.	2,400.00	Pens. 125	Mahnke, H. E.	2,400.00	Pens. 332	Jones, R. H.	2,400.00	Pens. 583	Yager, W. E.	2,400.00
Pens. 19	Campbell, G. D.	2,400.00	Pens. 125	Polajnar, J. C.	2,400.00	Pens. 333	Davis, L. N.	2,400.00	Pens. 584	Davis, J. C.	2,400.00
Pens. 19	Elliott, T.	2,400.00	Pens. 125	Williams, D. J.	2,400.00	Pens. 340	Bueler, C. J.	2,400.00	Pens. 584	Bergraffree, W. A.	3,418.68
Pens. 19	Hanrahan, J. E.	2,400.00	Pens. 125	Woods, C. S.	2,400.00	Pens. 343	Bowers Jr., G. L.	2,400.00	Pens. 595	DeGriffin, C. D.	2,400.00
Pens. 19	Semon, C. F.	2,400.00	Pens. 126	Comitz, J.	2,400.00	Pens. 343	Christiansen, L. G.	2,400.00	Pens. 595	Bevaqua, V. P.	2,400.00
Pens. 19	Stich, E. W.	2,400.00	Pens. 126	Krizanouskas, J. W.	2,400.00	Pens. 347	Hittle, B. C.	2,400.00	Pens. 595	Ogden, D. L.	2,400.00
Pens. 10	Wagner, C. E.	2,400.00	Pens. 126	Laffland Jr., J.	2,400.00	Pens. 347	Metten, F. F.	2,400.00	Pens. 596	McCullough Jr., G. G.	2,400.00
Pens. 11	Baker, B. L.	2,400.00	Pens. 126	Rathrock, M. M.	2,400.00	Pens. 349	Goetz, L. R.	2,400.00	Pens. 598	Krieder, E.	2,400.00
Pens. 11	Krueger, H. A.	600.00	Pens. 129	Small, J. P.	2,400.00	Pens. 349	Hillmer, T. C.	2,400.00	Pens. 604	Franklin, J.	2,400.00
Pens. 11	Nussbaum, N.	2,400.00	Pens. 130	Gallicio, L. A.	3,975.92	Pens. 357	Crane, D. D.	4,785.00	Pens. 608	Roberts, T.	2,400.00
Pens. 11	Stevenson, G. J.	2,400.00	Pens. 130	Hennessey Jr, J. J.	2,400.00	Pens. 357	Miller, F. M.	2,400.00	Pens. 611	Pamplin, W. S.	2,400.00
Pens. 11	Whitestone, H. A.	2,400.00	Pens. 130	Lestremou, F. P.	2,400.00	Pens. 358	Burdick, C. E.	4,591.90	Pens. 611	Smith, J. H.	2,400.00
Pens. 11	Wilson, W. J.	1,600.00	Pens. 130	Sanderson, L. C.	2,400.00	Pens. 364	Engel, C.	2,400.00	Pens. 613	Munro, T. M.	2,400.00
Pens. 12	Hutton, G. V.	2,400.00	Pens. 134	Breit, P. J.	2,400.00	Pens. 365	Waller, A. C.	2,400.00	Pens. 629	Fleming, E. R.	2,400.00
Pens. 17	Wagner, A. L.	2,823.60	Pens. 134	Coyne, H. A.	2,400.00	Pens. 367	McMahon, E. D.	2,000.00	Pens. 631	Warner, C. R.	2,096.00
Pens. 18	Bates, J. W.	2,400.00	Pens. 134	Dayle, G.	2,400.00	Pens. 367	Roy, G. A.	2,400.00	Pens. 637	Bowling, L. H.	2,400.00
Pens. 18	Stoop, C.	2,400.00	Pens. 134	Gabrielson, G. W.	2,400.00	Pens. 367	Sedlovsky, J.	2,400.00	Pens. 637	O'Neill, E. S.	2,400.00



Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. 1640	Alexander, R. W.	2,400.00	Pens. 816	Robertson, R. W.	2,400.00	Pens. 1393	Gentry, D. D.	2,400.00	Pens. (I.O.)	King, A. W.	2,400.00
Pens. 1640	McDermid Jr., E. W.	2,513.18	Pens. 840	Youtt, R. L.	2,400.00	Pens. 1393	Lute, R. D.	2,760.00	Pens. (I.O.)	Lien, H.	2,400.00
Pens. 1659	Christian, D. C.	3,150.06	Pens. 841	Driver, L. E.	2,400.00	Pens. 1393	Young, M. B.	2,400.00	Pens. (I.O.)	Lucero, B.	2,400.00
Pens. 1661	McClure, R. W.	2,400.00	Pens. 841	Sherrill, L. E.	2,922.61	Pens. 1474	Ward, M. E.	2,400.00	Pens. (I.O.)	Luehrs, R. C.	2,834.28
Pens. 1663	Banovetz, J.	2,400.00	Pens. 861	Crosby, W. L.	2,400.00	Pens. 1501	Forbes, V.	2,400.00	Pens. (I.O.)	MacMurray, C. S.	2,400.00
Pens. 1666	Conway Jr., T. R.	2,400.00	Pens. 870	Kirtley, H. L.	2,400.00	Pens. 1547	Lynch, F. B.	2,400.00	Pens. (I.O.)	Marcell, V. K.	2,400.00
Pens. 1668	Keller, L. W.	2,400.00	Pens. 876	Rauker, W. A.	4,525.00	Pens. 1579	Benson, J. D.	2,678.00	Pens. (I.O.)	McGowan, R.	2,400.00
Pens. 1676	Parker, J. M.	2,400.00	Pens. 880	Haase, L. W.	2,400.00	Pens. 1631	Crosby, W.	2,400.00	Pens. (I.O.)	Mego Jr., S. F.	2,400.00
Pens. 1683	Zimmerman Jr, H.	2,400.00	Pens. 889	Kennedy, J.	2,400.00	Pens. 1710	Mesa, S. G.	2,000.00	Pens. (I.O.)	Morgan, D. S.	4,538.50
Pens. 1688	Pugar, M. L.	2,400.00	Pens. 889	McDonald, J.	2,400.00	Pens. 1710	Sabella, J. J.	2,400.00	Pens. (I.O.)	Mosca, R. R.	2,400.00
Pens. 1697	Anderson, C. C.	2,400.00	Pens. 893	DeFoor, I. W.	2,400.00	Pens. 1837	Fletcher, H. G.	2,400.00	Pens. (I.O.)	Moser, S. T.	2,400.00
Pens. 702	Lashbrook, M. R.	2,781.98	Pens. 894	Kennedy, V. R.	4,336.00	Pens. 12113	Limbo, W. F.	2,400.00	Pens. (I.O.)	Nelis, R. J.	2,400.00
Pens. 702	Muench, W. J.	2,400.00	Pens. 915	Fernandez, C.	2,400.00	Pens. 12150	Loeschmann, J.	2,400.00	Pens. (I.O.)	Padavell, H.	2,400.00
Pens. 702	Vickers, J. A.	2,400.00	Pens. 917	Blanton, W. C.	2,400.00	Pens. (I.O.)	Adams, E. C.	2,400.00	Pens. (I.O.)	Pollard, F. D.	4,240.00
Pens. 712	Kaaventy, J. O.	2,400.00	Pens. 948	Gillilan, R. E.	2,400.00	Pens. (I.O.)	Ball, E. B.	2,400.00	Pens. (I.O.)	Pratt, J. N.	2,000.00
Pens. 716	Adkins, G. I.	2,400.00	Pens. 949	Engle, L. H.	2,400.00	Pens. (I.O.)	Barbaglia, J.	2,400.00	Pens. (I.O.)	Puglisi, J. A.	3,346.40
Pens. 716	Black, H. H.	2,400.00	Pens. 953	Burd, B. W.	2,400.00	Pens. (I.O.)	Beau, W. F.	2,400.00	Pens. (I.O.)	Rains, C. R.	2,400.00
Pens. 716	McWhorter, W. M.	2,400.00	Pens. 953	Giebel, W. O.	2,400.00	Pens. (I.O.)	Beeman, L.	2,400.00	Pens. (I.O.)	Regopoulos, J. C.	2,400.00
Pens. 716	Stoker, D. W.	2,400.00	Pens. 953	James, K. D.	2,400.00	Pens. (I.O.)	Bongiorno, B. J.	2,400.00	Pens. (I.O.)	Ricci, J. A.	2,400.00
Pens. 719	Waladzko, E.	2,400.00	Pens. 953	Voegeli, W. B.	2,400.00	Pens. (I.O.)	Chierichetti, A.	2,400.00	Pens. (I.O.)	Rich, B. F.	2,400.00
Pens. 721	Jenkins, J. B.	2,400.00	Pens. 960	Walker, E. V.	2,400.00	Pens. (I.O.)	Clark, D. T.	2,400.00	Pens. (I.O.)	Roan, C. F.	2,400.00
Pens. 723	Flahr, M. E.	2,400.00	Pens. 966	Roll, N. F.	2,400.00	Pens. (I.O.)	Clark, J. R.	2,400.00	Pens. (I.O.)	Rose, J. A.	2,400.00
Pens. 725	Quick, L. E.	2,400.00	Pens. 968	Blair, D. H.	2,400.00	Pens. (I.O.)	Crazier, R. A.	2,400.00	Pens. (I.O.)	Sales, L. A.	2,400.00
Pens. 728	Mainguy, R. S.	2,400.00	Pens. 968	Smith, C.	2,400.00	Pens. (I.O.)	Demaria, M. J.	2,400.00	Pens. (I.O.)	Santo, P. A.	2,400.00
Pens. 728	Snidecor, M. D.	3,240.00	Pens. 975	Kegerreis, E. J.	2,400.00	Pens. (I.O.)	Elliott, R. G.	2,400.00	Pens. (I.O.)	Scott, C. R.	2,400.00
Pens. 728	Veitch, J. R.	2,400.00	Pens. 984	Bogar, E. V.	2,400.00	Pens. (I.O.)	Gillard, W. B.	2,400.00	Pens. (I.O.)	Snyder, S. L.	2,400.00
Pens. 734	Downs, J. W.	2,400.00	Pens. 995	Taylor, F. R.	2,400.00	Pens. (I.O.)	Gregory, R. S.	2,400.00	Pens. (I.O.)	Snyder, V. M.	2,400.00
Pens. 756	Mellon, S. E.	3,960.00	Pens. 1001	Jernigan, A. D.	2,400.00	Pens. (I.O.)	Grimm, M. O.	2,400.00	Pens. (I.O.)	Stoddard, C. A.	2,400.00
Pens. 760	Arnold, W. S.	2,400.00	Pens. 1002	Bradshaw, A. L.	2,400.00	Pens. (I.O.)	Grizzle, D. L.	2,400.00	Pens. (I.O.)	Stuchel, E.	2,400.00
Pens. 760	Sharpe, O. O.	3,446.00	Pens. 1002	Davis, D. A.	2,400.00	Pens. (I.O.)	Hammerman, R. K.	2,400.00	Pens. (I.O.)	Sullivan, B. J.	2,400.00
Pens. 762	Dawson, M. E.	2,400.00	Pens. 1002	Summers, R. G.	2,400.00	Pens. (I.O.)	Haffer, V. A.	2,400.00	Pens. (I.O.)	Weber, R. F.	2,400.00
Pens. 767	Thaxton, H. D.	2,400.00	Pens. 1025	Cagle, L. J.	2,400.00	Pens. (I.O.)	Holt, L. J.	2,400.00	Pens. (I.O.)	Whitmore, I. L.	2,400.00
Pens. 768	Roeder, V. L.	2,400.00	Pens. 1183	Ivachiw, T. R.	2,400.00	Pens. (I.O.)	Hood, F. E.	2,400.00	Pens. (I.O.)	Wildner, H. C.	3,386.72
Pens. 769	McGuire, P. J.	2,400.00	Pens. 1206	McKee, A. L.	2,400.00	Pens. (I.O.)	Hoppenrath, R. A.	2,400.00	Pens. (I.O.)	Wilson, J. F.	2,400.00
Pens. 773	Roberts, P. E.	2,400.00	Pens. 1245	Staley, H. C.	2,400.00	Pens. (I.O.)	Ings, G. M.	2,400.00	Pens. (I.O.)	Wyatt, W.	2,400.00
Pens. 779	McMurray, J. C.	2,400.00	Pens. 1253	Browne, C. W.	2,400.00	Pens. (I.O.)	Jagler, E. J.	2,400.00	Pens. (I.O.)	Zeto, J. W.	480.00
Pens. 780	Williams, J.	2,400.00	Pens. 1306	Osborne, M. L.	2,400.00	Pens. (I.O.)	Johnston, M. A.	2,400.00			
Pens. 791	Kamps, E. C.	2,400.00	Pens. 1340	Brooks, J. A.	2,400.00	Pens. (I.O.)	Johnstone, W. A.	2,400.00			
Pens. 812	Hester, L. E.	2,400.00	Pens. 1393	Bills, N. S.	2,400.00	Pens. (I.O.)	Josewski, C. L.	2,400.00			
										Total Amount	\$1,266,585.26

**International Brotherhood of Electrical Workers Pension and Death Benefit Payment Report February 1994**

Number admitted to pension last month	388
Total number on pension	90,393
Total pension payments last month	\$ 5,182,796.19
Total pension payments last 12 months	\$ 62,868,182.65
Death benefits paid last month	\$ 1,268,381.26
Death benefits paid last 12 months	\$ 16,183,062.16

**IBEW PENSION BENEFIT FUND**

**NATIONAL ELECTRICAL BENEFIT FUND**

Number admitted to pension last month	342
Total number on pension	61,139
Total pension payments last month	\$ 23,059,609.30
Total pension payments last 12 months	\$ 254,341,038.73
Death benefits paid last month	
Death benefits paid last 12 months	

**RETIRED INTERNATIONAL REPRESENTATIVE MOURNED**



**James Francis Gillis**

The IBEW sadly announced the passing of International Representative James Francis Gillis on March 5, 1994. He was 78 years old.

Representative Gillis was born February 9, 1916, in Chicago, Illinois. He was initiated into then-Local 1806, Cicero, Illinois, in 1952, but transferred his card to Local 2020, Columbus, Ohio, where he worked until his retirement on April 1, 1978.

Brother Gillis worked diligently within his local until November 15, 1952, when he was appointed an International Representative, and assigned to the Sixth District. He was an avid sportsman, and engaged in such activities as golf, bowling and fishing. Brother Gillis is survived by his wife, Vivian, to whom the Brotherhood extends sincere sympathy.



# IBEW-COPE Is YOUR Committee

- ✓ You fund it.
- ✓ You select the candidates you wish to support.
- ✓ You decide the financial support you wish to provide.
- ✓ You are responsible for the effectiveness of IBEW-COPE.

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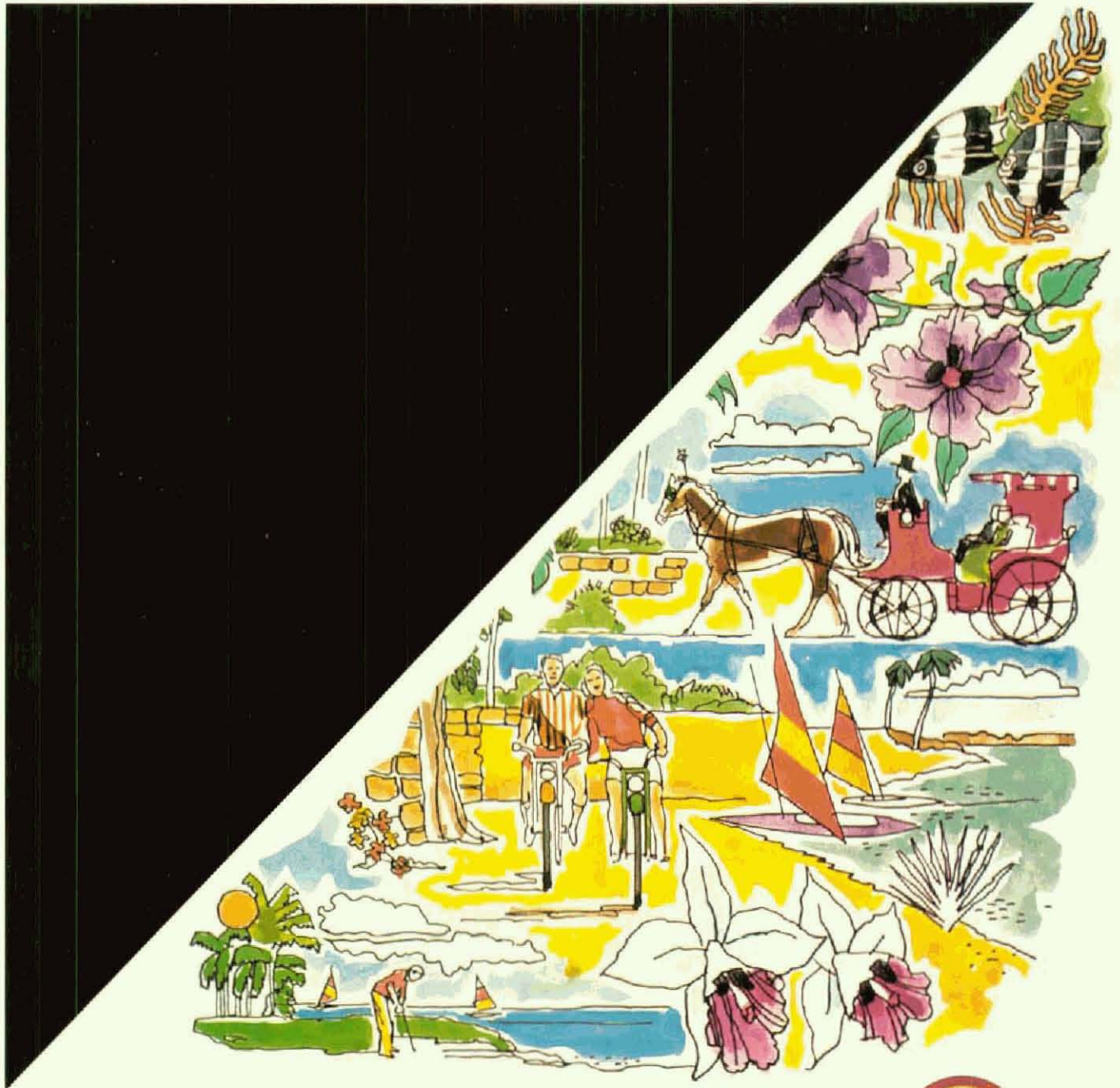
**Now** by signing up on your local union COPE—check-off or contribute to IBEW-COPE and get your 1994 COPE pin now!





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