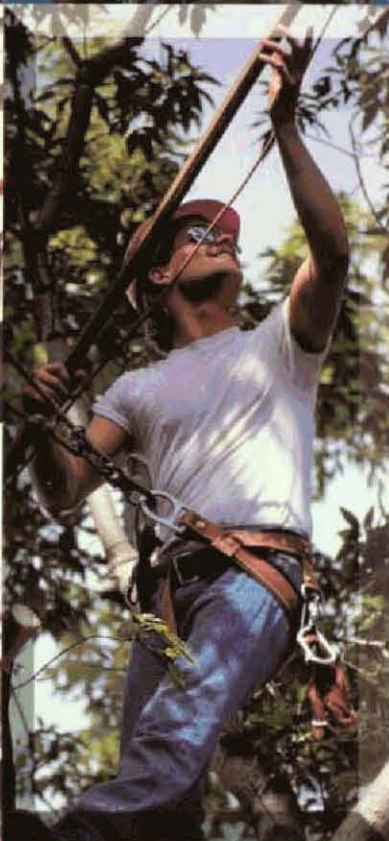
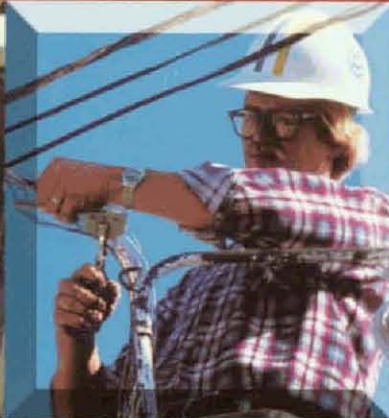
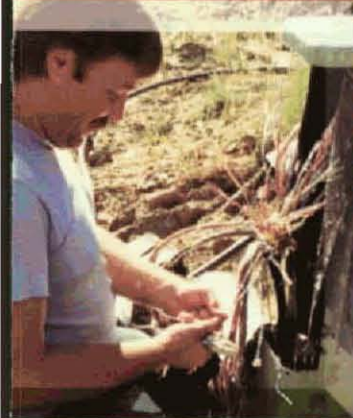


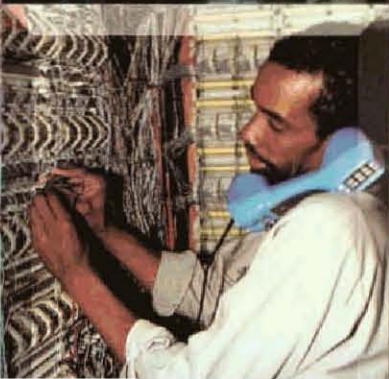
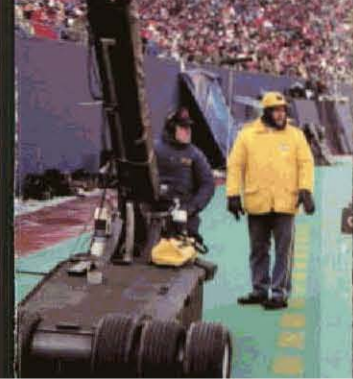
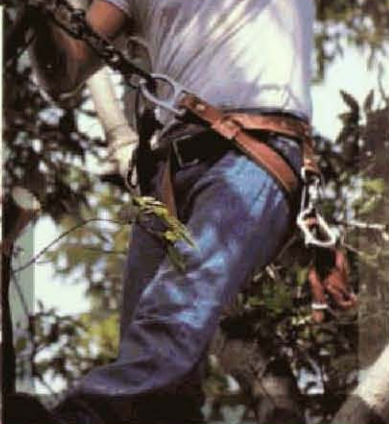
September 1995

# IBEW

JOURNAL



LABOR DAY '95  
A Day in the  
Life of the  
IBEW





## Putting the *Labor* Back in Labor Day

What are we to make of Labor Day this year? For one thing, we can skip all the pious pronouncements that will be coming from elected officials and self-anointed experts in the media. They will alternately praise the virtues of the working man and woman and question whether organized labor can survive—for the one thousandth time.

So too, beware any corporate leader who issues any statement praising his or her workers. Business people in North America love their workers; they just want fewer of them around.

We as a society are losing sight of one of the most fundamental and precious principles of humanity—the dignity of labor. The high-tech movers and shakers of post-Cold War capitalism think that they are the ones who create wealth. They think that wealth materializes through electronic transfers as the results of deals done on cellular phones over a lunch of white wine and salad.

Rubbish (and I would use a stronger word, but this is a family magazine).

Wealth is created the same way it always has been...through labor. More and more, a quick mind and nimble hands are as important as a strong back in the world of work. The end result, however, is the same: we, working men and women, are the ones who keep the wheels of progress moving. We deserve a living wage for our labor, a share of the wealth we create.

The world today is a meaner place than it was 20, 30, or 40 years ago. The United States and Canada have fallen from their privileged economic position. New technology in communications moves money across international boundaries in the blink of an eye. Workers from the poorest corners of the globe are brought into competition with those of industrial countries. Ascendant political leaders seek to undo decades of social progress.


The results are everywhere to see. In the United States, the most recent figures show that overall productivity in the U.S. economy was up 2.8 percent. The

average wage increase was a minuscule 0.2 percent. Workers are producing more than ever and sharing less than ever in the benefits. Meanwhile the disparity in wealth between the richest in our society and everybody else is growing. In fact, the United States—the “classless” society—has the highest percentage of its wealth held by the richest one percent of its citizens than any other industrialized country in the world, including Great Britain with its supposedly rigid class system.

The basic outrage of what is happening in the world today is that it degrades our work. We are told that we are expendable. We are told that our work is of little value. That is the message that business and political leaders are sending through their actions, even as their words say otherwise. Every true union member must stand up and speak out against this insidious mentality. From solidarity during negotiations, to organizing, to political action, our lives as union members must reflect our determination to fight those who would deny the dignity of labor.

This issue features a “*Day in the Life of the IBEW*.” In it, we salute the many tasks performed by our members on any given day. Our story reminds the world that without the hard work of IBEW members, North America would quite literally be in the dark. We are the ones who generate electric power. We see that it is transported safely to homes and businesses. We install the wiring that brings it into commercial and residential buildings. We bring communications into homes via the telephone and the airwaves. We make devices that use the electricity brought into the home and workplace. We maintain and repair the engines that keep commerce rolling on land, sea, and air. The real story of Labor Day '95 is the story of our members...some 800,000 strong—from the North Atlantic to the South Pacific.

This issue is dedicated to you. The men and women featured in our cover article together tell a larger story that transcends one individual or one local. They are representative of the hundreds of thousands of hardworking, dedicated individuals who make the IBEW the greatest union in the world. It is the spirit so evident in every IBEW-represented worksite that will always keep the flame of dignity and justice burning brightly.

Happy Labor Day to us all. 





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**COVER PHOTO:** A day of labor is similar for all IBEW members, from the West Coast, where workers rise before 6:00 a.m. to go to their jobs, to the East Coast, where at the same time, members are well into the day's work. One thing remains constant—they all get the job done.



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PRINTED IN THE U.S.A.  
ON UNION-MADE PAPER

IBEW JOURNAL (ISSN: 0897-2826) Published monthly, except January-February, which is a combined issue, by the International Brotherhood of Electrical Workers, 1125-15th Street, N.W., Washington, D.C. 20005-2765. Subscription prices in the United States and Canada, \$4 per year in advance. Second class postage paid at Washington, D.C., and at additional mailing offices. POSTMASTER: Send address changes to IBEW Journal, 1125-15th Street, N.W., Washington, D.C. 20005-2765. This Journal will not be held responsible for views expressed by correspondents. Paid advertising is not accepted.





## IBEW CURRENTS

### Aussies Pay a Call

The quips flew fast and furious when Local 595, Oakland, California, recently played host to a group of Australian trade union leaders. The reason? The Australians are part of CEPU, a large, amalgamated union in that country which represents communications workers, electricians, and plumbers.

Bill Davis, Assistant Secretary of a branch of CEPU's plumbing division (and no relation to the IBEW's Telecommunications Department director) joked: "It isn't that much of a stretch to imagine plumbers and electricians in the same union. They both spend a great deal of their working lives installing pipe that transports a product. Electricians strive to do it straight and level; plumbers are less fussy—downhill is just fine."

The reason for the creation of CEPU was no joking matter. The nonunion sector of Australia's construction industry was making serious inroads into the unions' share of the market. The Aussies report that their united front has enabled labor to fight back successfully. ☐



*Local 1579 Business Manager T.S. Yarbrough (right) welcomes Robert Manning home from his stint abroad and accepts a souvenir of currency from one of the former Soviet states. No word on whether the local accepts dues payments in rubles.*

### Welcome Home!

"Back in the USSR," sang the Beatles in 1969. "Back in the USA," was the sentiment of Robert Manning of Local 1579, Augusta, Georgia. Brother Manning has spent the last five years in the nations of the former Soviet Union working on construction and refurbishing of U.S. Embassies. He, along with Local 1579 members Michael Carnes and Tim Lyons, were three of the six electricians chosen for these and other sensitive projects in "hot spots" around the world. ☐

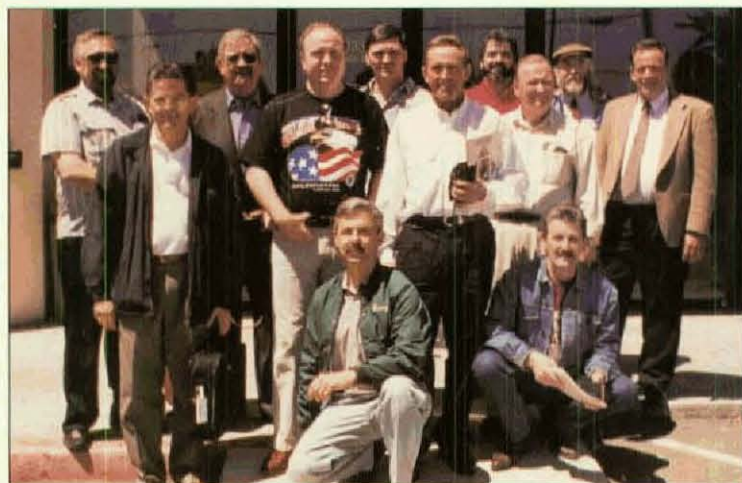
### IBEW Protects Westinghouse Pensions

Acting upon specific recommendations made by the IBEW, the U.S. Department of Labor (DOL) recently allowed the Westinghouse Electric Corporation to transfer employer owned securities into the company's underfunded pension plan, but only under conditions that will safeguard the pension of more than 12,000 plan participants.



Westinghouse applied for an exemption from rules established under the Employment Retirement Income Security Act (ERISA) which prohibits placing "alternative investments" such as employer-owned securities in pension plans. The IBEW did not oppose the exemption, but, in a letter to the DOL, President Barry made four specific recommendations to protect the fiscal integrity of the plan. The IBEW urged that the DOL place stronger requirements on Westinghouse and the plan's investment manager, Mellon Bank, to guarantee the investments, live up to standards of fiduciary responsibility, and limit the amount of alternative investments that could be placed in the plan. On June 26, the DOL granted the exemption, incorporating all of the IBEW's recommendations.

In a public statement, President Barry noted that the IBEW was pleased with the DOL's action and added, "We hope this marks the first step in the process that brings the plan back to a healthy and responsible level of funding." ☐



*The Australian labor delegation and their hosts from the Alameda County Building and Construction Trades Council pause in their tour of the local electrical JATC training facility in California.*



## Iowa Trades Get New Advanced Training Center

While the right wing claims to want to get government off the back of ordinary citizens, IBEW Local 347, Des Moines, Iowa, and other building trades in central Iowa are happy to put some government support to good use for working men and women, reports Business Manager Ronald Belcher.

The Central Iowa Building and Construction Trades Council recently received a \$500,000 demonstration grant from the U.S. Department of Labor for the development of a center for advanced journeyman training, the first of its kind in the construction industry. The center will develop curricula for experienced workers to keep their skills current with the latest development in the industry, which is right in line with the priorities of the Clinton Administration.

As Richard Pennington, the IBEW's training director in Iowa, noted: "Training is the name of the game, especially in an industry as competitive as ours."



Labor Secretary Robert Reich (right) presents an oversized check to President Fred Risius of the Central Iowa Building and Construction Trades (center) for a \$500,000 grant for the development of a journeyman training center. At left is Jack Hatch, an aide to Iowa Senator Tom Harkin (D); the senator played a key role in obtaining the grant for the council.

## Is That A Fact?



What state in the United States has the highest percentage of unionized workers? Which has the lowest? According to the Bureau of National Affairs, 28.9 percent of employed workers in New York are union members, the highest in the nation. Only 3.8 percent of the workers in South Carolina are union members. Hawaii has the largest percentage of unionized *private sector* workers, 19.3 percent.

## Sorry, Millard and Linda

In the April 1995 *IBEW Journal's* article about the IBEW's role in building low-income homes for the Habitat for Humanity project *Helping America—Unions in Community Service*, p.14, credit for the creation of this worthwhile undertaking was mistakenly given to former President Jimmy Carter. The founders of Habitat for Humanity International are Millard and Linda Fuller of Americus, Georgia, who began an ambitious housing program for the poor in 1976. Under their outstanding leadership, Habitat has become a worldwide housing ministry, which has built homes for over 30,000 families in need in more than 1,000 U.S. cities and 40 other countries.

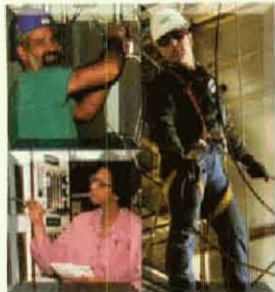
## IBEW Archives Expanded

### Centennial Convention Commemorated

A look at the archives of the IBEW union is always a highlight of visits to the International Office in Washington, D.C. In June a new wing was opened commemorating the centennial celebration of the IBEW at the 34th International Convention in St. Louis. The exhibit includes 100th anniversary merchandise and a multimedia display of the convention. By the way, the fellow sitting with his back to the camera is not a staffer assigned to full-time duty in the archives; it is a mannequin designed to give a visitor a 3-D effect of the convention hall.







# A Day in the

## From the North Atlantic to the Far Pacific

The first Monday in September marks the holiday in the United States called Labor Day. Originally granted to provide working people with a day's respite from their labors, then becoming a day to honor working people, Labor Day today seems only to mark the end of beach season, the last weekend before school starts, and another of several three-day weekends where the stores put everything on sale.

This Labor Day, the IBEW Journal salutes some of the finest men and women in the world, our members. This article examines just a few of the many jobs performed by IBEW

members every day from the rocky coasts of Atlantic Canada to the sandy shores of the Pacific islands, without which the United States and Canada would come to a grinding halt. We also look at the many tasks involved in the day-to-day running of an IBEW local, because the union is a vital part of what makes North America work. The Journal wishes to thank all who contributed to this article and to salute every single man and woman who together form the IBEW family.

Come with us now on a trip that spans 10 time zones. The day could be any day, but the stories and the work of the men and women of the IBEW are real.



**11:59 p.m., Northern Mariana Islands**

The warm ocean breezes drift over the island of Saipan, one time zone west from the International date line. It's mostly quiet except for the occasional ring of a telephone. The telephone system on Saipan is maintained by members of Unit 10 of IBEW Local 1357, based in Honolulu, Hawaii.

The world's day starts at the International Date Line in the middle of the Pacific and moves westward with each passing time zone. This day is one minute short of ending here in Saipan, but in North America, it is morning, and most IBEW members are hard at work. There is much more to do before the page of the calendar is turned.

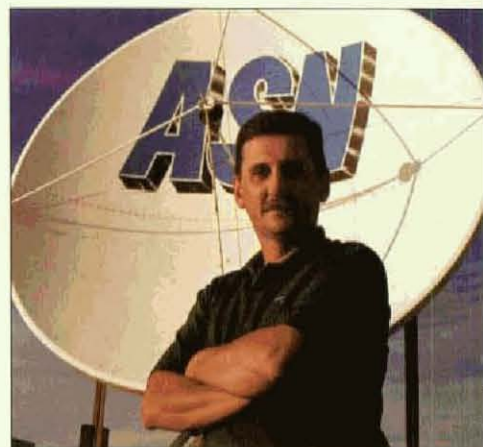


**6:00 a.m., Atlantic Time, Eastern Canada**

As North America wakes up, Local 1318, Halifax, Nova Scotia, Canada, President-Business Manager John MacKinley starts his day as a technician at Nova Scotia's ATV television station. The sun first hits the North American continent in eastern Canada; the only part of North America in an earlier time zone is Newfoundland, which is one half hour ahead of Nova Scotia. As a matter of fact, MacKinley says, "when the sun comes up from the ocean, we're usually shooting it for use on our live morning show, 'Breakfast Television.'"

MacKinley begins work at 6:00 each morning, with "Breakfast Television" going on the air at 7:00. In addition to ATV, which reaches people in the Halifax area, MacKinley's station also broadcasts from a satellite on ASN, which reached viewers all over eastern Canada and northern New England.

## Morning in the East



Local 1318 Business Manager John MacKinley stands in front of the ASN disk in Halifax.

Not only is MacKinley responsible for running prechecks and checks on all the broadcasting equipment before his first show airs, but as business manager, he also has a local to run. He said he tries to set aside time after work for union business, but that he usually starts answering questions at 6:00 a.m. and he takes a lot of calls at home at night. He said doing both his TV job and his union job "can be



# Life of the IBEW

## BEW Members are at Work

overwhelming," especially because his local is growing. "We have a big operation here," he said, "we may look small, but we're not."



**8:00 a.m., Eastern Time,  
Upstate New York**

As "Breakfast Television" goes off the air in eastern Canada, Local 2032, Massena, New York, members Ben Harvey and Nancy LaBaff are beginning their day at the Robert Moses Power Dam on the New York-Canadian border. The power station is driven by the St. Lawrence River and is jointly owned by Ontario Hydro and the New York State Power Authority. Harvey said, "There are 32 generators in the plant, the Canadians have 16, and we have 16." Some power comes to the station from Quebec, and most of the Quebec power, combined with the power the plant produces, is routed through Utica, New York, to New York City.

Harvey is a Senior Operator. He usually works in the plant's control room. He is in charge of monitoring voltage levels and keeping the loads

on the various lines leaving the plant as steady as possible. He is also in close contact with his Canadian counterparts to maintain the proper water flow through the plant, and ensure that they both know what the other side is doing. He also is in charge of keeping straight which areas of the plant have been shut down for maintenance, keeping the power off there while the maintenance workers work.

LaBaff is a Journeyman Operator. Some days she works in the control room, alongside Harvey. Other days she works down in the plant checking the turbines or outside checking the many substations.



**9:00 a.m., Eastern Time,  
Vermont**

Local 300, Montpelier, Vermont, member Sam Gates works in a place many people don't think about often. But without him, the village of Enosburg Falls, in northern Vermont, would not be the kind of town it is today. Gates, you see, is one of two people who works at the Enosburg Falls



*Local 300 member Sam Gates checks the valves at the Enosburg Falls Wastewater Treatment Plant.*

Wastewater Treatment Plant.

By 11:00, Gates is almost finished his morning routine. He has finished most of his tests, including checking the temperature of the flow at various points in the treatment process, measuring the chlorine levels in the flow, as well as clearing the bar rack which protects the entrance to the plant. There still are state-mandated and EPA-required tests to run, pumping stations to check and some general plant maintenance to perform. But that can wait until after lunch.

Gates says his small plant handles about 450,000 gallons of wastewater a day. That's not a lot compared to a big city treatment plant, but to the people of Enosburg Falls, Gate's job makes all the difference in the world.

*(Continued on Next Page)*

*Local 2032  
members  
Ben  
Harvey  
and Nancy  
LaBaff in  
the control  
room at  
the Robert  
Moses  
Power  
Dam in  
Upstate  
New York.*







**10:00 a.m., Eastern Time,  
Long Island, New York**

"A business manager's day is a day when a guy wears a lot of hats," said Local 25, Long Island, New York, Business Manager Bill Lindsay. "A typical day for me is intense, and filled with so many different problems that, at times, the job seems impossible."

Of course, for Bill and thousand of other IBEW business managers, doing the impossible is part of the daily routine. The phone rings and Brother Lindsay shifts roles once again. "One minute, I am a chief spokesperson for thousands of workers; the next moment, I am the manager of two dozen or so field and office personnel; the next minute, with a ring of the phone, I could be instantly involved



Local 25 Business Manager Bill Lindsay

as trustee of benefit funds that are worth hundreds of millions of dollars, and on which thousands of families depend for their health coverage and retirement."

The phone rings again. A member has a problem. With a few questions, Brother Lindsay sizes up the situation and solves it. Another call brings a question about Business Manager Lindsay's role on the Long Island Housing Partnership Board, a non-profit organization that works with banks and the media to promote affordable housing for working people. Another call. He deals with a

question about the local's monthly newsletter.

Later in the day, Brother Lindsay reflected on his job. "It [the job] is filled with disappointments and frustrations, but when something goes right and you win a job or a benefit for your members, there isn't a more gratifying feeling in the world."



**10:30 a.m., Eastern Time,  
Allentown, Pennsylvania**

"Oh, we're living here in Allentown, and they're closing all the factories down," sang Billy Joel in the early 1980s. Some of the old industries may be gone, but Allentown is doing much better these days, thanks in no small part to the AT&T plant there and the good work done by IBEW members.

On any given day, on any one of the three shifts at the AT&T Microelectronics manufacturing plant in Allentown, Pennsylvania, where computer chips and wafers are made, Local 1522, Allentown, President-Business Manager Nanci Mulzet will be found at one task or another. This morning, she talked about part of the manufacturing process, and described what the workers do on a daily basis. "It's really technical, she said, "but with a rodgrowing machine, into which raw silicon and other materials are combined, the machine revolves while being superheated, and the silicon is slowly created into a tall cylinder, which is laser-sawed into micro-wafers and then superpolished. The wafers then go through a computerized process, where they are etched into chips. The chips go to various departments, where they are separated by dimension, and shipped according to customer specifications."

Sister Mulzet speaks to the stewards on three shifts on a daily basis. She gives credit to her stewards and officers, who work well together.



Local 1522 President-Business Manager Nanci Mulzet.

"That's because they realize that their first duty is servicing the membership." As she sorts through a sheaf of papers, she remarks, "I'm also involved with organizing, along with other Lehigh Valley IBEW locals, including Allentown Local 375 and 1560 [an office workers' local also at the AT&T plant], and Local 1600, Bethlehem, Pennsylvania."

She expressed optimism as she said, "Recently, the IBEW's Enhanced Training Opportunities Program (ETOP) and AT&T funded an ETOP Learning Center, and approximately 500 members from Locals 1522 and 1560 have utilized the new center so far. My motto is: *By our actions, when we 'right' a 'wrong,' we've made a difference.*"



**10:45 a.m., Eastern  
Time, Baltimore,  
Maryland**

Were you among those who marveled at what the U.S. fighting forces did in the Persian Gulf War with their high tech equipment? Were you happy when downed Air Force pilot Scott O'Grady was rescued in Bosnia? Then thank the members of Local 1805, Baltimore, Maryland.

Much of the high tech equipment used by the armed services relies on parts made at the large Westinghouse facility in Baltimore. President-Business Manager Gladys Greene, Local 1805, Baltimore, Maryland, calls members of the local a diverse group, working hard on the job and in the community. "Our members work for Westinghouse in a labor-management partnership, she said, "and Westinghouse has a host of different and important projects, primarily radar development and radar electronics equipment, related to aircraft. At the plant, we're working on the F-22, a ASPJ radar system interceptor that can read missiles from the ground. And, you know, we also provide the cameras for the space crafts."

Sister Greene describes the plant: "The 57,800 square foot facility utilizes the latest state-of-the-art automatic and semi-automatic manufacturing





Using the latest state-of-the-art equipment, Local 1805 member Ruth Daley, works on a microchip.

equipment to manufacture and develop microelectronic assemblies. RF Subsystems manufactures complex multi-chip modules (MCM) and microwave modules (MWM) for customers ranging from naval to land-based to airborne to space. Of the 230 person work force in that particular unit of the company, 150 are Local 1805 members. We get the job done."

**11:15 a.m., Eastern Time, Florida Keys**

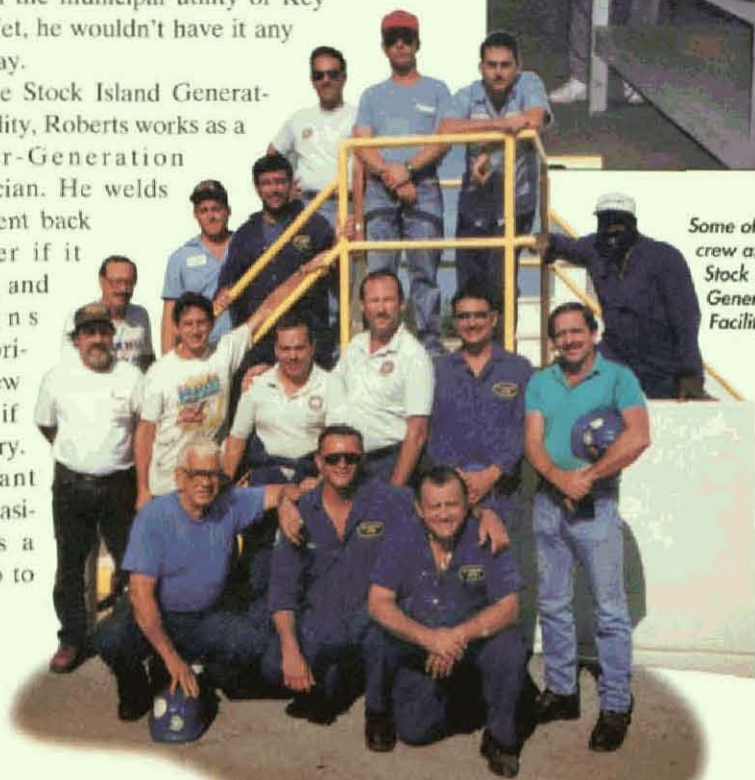
It's a balmy day in the southernmost point in the United States, Key West, and the generating facility on neighboring Stock Island. Local 1990, Key West, Florida, President-Business Manager Randall Roberts Sr. is enjoying life. Like Local 1318's John MacKinley, Roberts juggles his union duties with a full-time job with the municipal utility of Key West. Yet, he wouldn't have it any other way.

At the Stock Island Generating Facility, Roberts works as a Welder-Generation Technician. He welds equipment back together if it breaks, and designs and fabricates new pieces if necessary. The plant works basically as a back up to

power brought in from the mainland. It's also used at peak-demand times to supply additional power as needed.

Roberts, in his business manager capacity, represents men and women both at the plant and at the service center downtown—about 100 people in all. He is proud of that number because Florida is a so-called "right-to-work" state, and despite that, his local union represents about 90 percent of the eligible workers at City Electric.

Local 1990 Business Manager Randall Roberts Sr. on the job.



Some of the crew at the Stock Island Generating Facility.



Local 981 members Jim Ehman (left) and Mick Gray perform their aerial feats to bring more power to the folks of southern Ohio.



**11:30 a.m., Eastern Time, Meigs County, Ohio**

A car drives down a road near some power lines. "Hey, Ethel," says the driver, "look at those guys up on those power lines. What do you think they're doing?"

"Oh, Fred, they're reconductoring 138 kV transmission lines. Everybody knows that."

"Gee, Ethel, you're pretty smart."

High above the car, Local 981, Newark, Ohio, members Jim Ehman and Mick Gray are doing just what Ethel said. The work of these linemen will help bring higher electrical capacity to the service area of the Ohio Power/Columbus Southern Power circuit.

(Continued on Next Page)





**11:45 a.m., Eastern Time,  
Nashville, Tennessee**

"We're fighting back," said Local 429, Nashville, Business Manager Bob "Blackie" Emery as he walked into his office. Local 429 has a large and diverse membership, covering construction, manufacturing, utility, and professional and clerical workers. Right now, politics is on Brother Emery's mind. He's just returned from a meeting with other Nashville labor leaders. "Labor took a licking in the November elections," he said.

Brother Emery explained that labor leaders in Nashville have banded together. "It's what we call the *Workers' Coalition for Better Government*. We're starting with the mayoral campaign here, and only promoting candidates we choose." Dave Hickey, who is coordinating the campaign, arrives for a meeting. "Brother Hickey will oversee the activities of the coalition; we fund-raise through voluntary COPE contributions from our members. We are going to have a great Labor Day parade this year, focusing on the issues," Brother Emery adds.



**1:00 p.m., Central Time,  
Eastern Iowa**

The pace is hot and heavy on the erecting floor at the Burlington Northern Railroad's facility in Burlington, Iowa. Local 452 Chairman Rich Heyland and his co-workers are conducting a Class II overhaul on a locomotive which is due back on the tracks tomorrow. Heyland and his co-workers are part of a multi-craft effort that performs routine maintenance on locomotives as well as repair damage caused by wrecks.

They also conduct major overhauls of equipment designated as Class I or Class II, depending on the mileage of the engine and the extent of repairs needed. Other Local 452 members work in the traction motor department, repairing electric drive motors.

"A locomotive in the shop doesn't earn its keep," says Heyland. "Every time one's down, it costs money, so we have to get them out by a certain time because another one's waiting to come in." The engines will haul freight on the Burlington Northern across the northern half of America west of the Mississippi River. The biggest single commodity shipped on the Burlington Northern is coal, mostly to be used at utility plants. So the locomotive that Local 452 members are working on could soon be used to haul the fuel that other IBEW members will convert into electricity.



Local 499 member George Fong, a welder for Midwest Gas in Iowa, is working on a broken gas main.

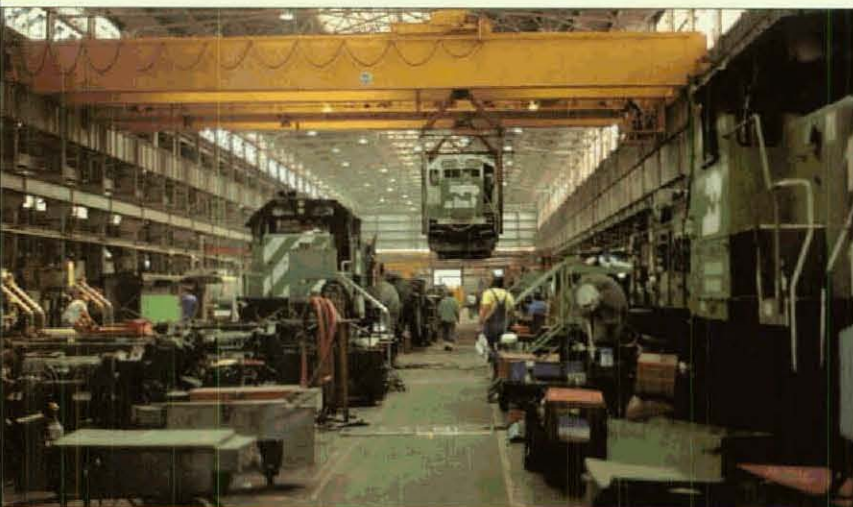


**1:30 p.m., Central Time,  
Central Iowa**

Local 499, Des Moines, Iowa, member George Fong has been on the job for six hours. He is a welder for Midwest Gas, and he repairs leaking natural gas lines.

He said that most of the new lines his company installs today are made out of plastic, so his welding work is confined to fixing older lines and mains, and making and repairing sets for meters. Even though he works when the lines are not live, there is plenty of danger of a gas explosion. He said he does as much welding as possible in the shop, saving as little as he can for the field.

In addition to the danger the gas poses, another reason Fong does much of his welding at the shop is the heat. "In the summer, when it gets hot, it's nasty," he said. He also often has to work in tight and uncomfortable spots. He said he's worked in water up to his neck, and in high-up spots only accessible by a bucket truck.



Electrician crane operators from Local 452 moving a locomotive during repair.



# Mountain Time



**2:00 p.m., Central Time,  
Eastern Kansas**

Like Local 499's George Fong, Local 304, Topeka, Kansas, member Scott Hildebrandt is worried about the heat. He is a Journeyman Lineman for Kansas Power and Light, and with all the rubber protective gear he wears, he said, "It does tend get a little warm." This summer it reached 108 degrees out, and he and his fellow linemen were, he said, "sweating buckets."

In addition to his job repairing lines and replacing transformers, Hildebrandt volunteers his time to serve on his local union's COPE and Building Committees. His local is actively looking at the idea of building a new hall, and he is excited about the prospect.

Although Hildebrandt usually works with live high-voltage lines, he said his "daily duel with death kind of gets routine." Safety, however, is never far from his mind. "Safety is No. 1," he said, "it's a given.... If it isn't, you aren't going to be around much longer."



Journeyman Lineman for Kansas Power and Light and Local 304 member Scott Hildebrandt (left) and a co-worker up on a pole.



**2:30 p.m., Central Time,  
Little Rock, Arkansas**

Dick Melton and Dan McAlister are sharing a laugh in the office of Local 295, Little Rock, Arkansas. Brother McAlister, a well-respected, 30-year member, has been busy stealing wiremen from nonunion contractors in the local's jurisdiction. Assistant Business Manager Melton chuckles at the story of how one wiremen came over from a particularly antiunion contractor. The local's new market recovery plan, of which organizing is a key part, is working.

A few minutes later, Assistant Business Manager Dick Melton sips on a cup of coffee and talks about the work situation. He tells of a big job in Conway, Arkansas, wiring a one-quarter-million square foot manufacturing facility for NuCor Fasteners. "It's a nuts and bolts factory—literally," he laughs. "We're also excited about a \$75 million project which is in the talking stages right now. It will consist of a new sports arena, new parking deck, and remodeling the Statehouse Convention Center. It is predicted that 1,200 construction workers will be on that job. Things are really looking up."



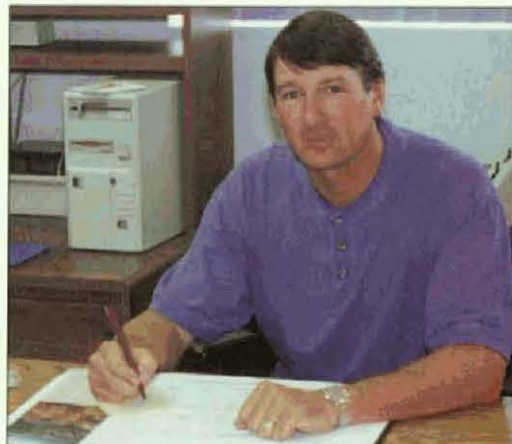
**3:00 p.m., Mountain  
Time, Central Utah**

Local 57, Salt Lake City, Utah, member Craig Metzler is a Mechanical Designer in the Generation-Engineering Division of Utah Power and Light, in their North Temple office. He is also Chief Steward for his shop of about 400 people.

On the job Metzler designs plans for electrical installations. He said he usually starts with a site inspection, then meets with engineers, and then begins to lay out the design on his computer. He said almost all his work is done on computer; only alterations to old plans are done by hand these days. Most of his projects last about three to four weeks.

In addition to his job and his duties

as a steward, Metzler is also taking computer classes two nights a week. The company is paying his tuition, and when he completes the required courses he will be entitled to a promotion and a pay raise. He said he will probably continue in school until he receives his Associates Degree. He said in a stroke of understatement, "You could say I'm pretty busy all the time."



Local 57 member Craig Metzler working for Utah Power and Light.

## Into the West—Pacific Time, Alaska- Hawaii Time, and Across the Pacific



**7:30 a.m., Pacific Time,  
Oakland, California**

Arriving on the jobsite not less than 15 minutes before the designated start time, IBEW Local 595, Oakland, California, electrician Stu Hatten, puts on his coveralls and makes a tool check, stuffing side-cutters, channel-locks and screwdriver in his right rear pocket; a torpedo level and flashlight goes in his left rear pocket; tape measure, utility knife, and wire strippers in

(Continued on Next Page)





Local 258, Vancouver, Journeyman tree trimmer, Martin Wiggers, reaches for his electric saw to trim overhanging branches.



the front pouch of his coveralls. He looks up and smiles, as he puts pencils, notepad and circuit tester in the bib, and a hammer in the right side hip loop. "I'm an old-timer, and this is my daily routine."

On this particular job, Brother Hatten is one of three electricians on the buss duct crew. Although he is not a foreman, he is the "old-timer," and therefore, the designated seeker of information from the foreman. "Well, I've got to go to work now," he said, as he adjusted his work paraphernalia. "It's all in a day's work...and I proud to be a union man."



Electrician Stu Hatten begins his day.

Wiggers mostly works with his crew (apprentice Dan Anderson and groundman Kevin Hiscock), usually in the Vancouver area. He said that with all the coastal rain Vancouver has in winter, trees grow fast, and that keeps them all busy.

Brother Wiggers admits that it takes a certain type of person to climb trees, and says "I love the challenge of being above ground, and the demands of each job. The rush of heights we get to when climbing puts everything else out of your mind. You know, some danger trees around transmission lines are on cliffs over the water with power lines hundreds of feet below. It's not easy work, and you need to be in shape to work all day long in all kinds of weather."

"Working around power lines at voltages from 12kV to 500kV makes the demands of each job different," said Brother Wiggers, "...but the biggest part of the job is keeping the trees out of the power lines when bringing them down...it's an art and a science. Now, I've got a day to put in."



**9:30 a.m., Pacific Time, The Rugged Area of British Columbia**

"Want to know what my working day is like?" asks Brother Marvin Wiggers. He is a Quality Utility Arborist in Local 258, Vancouver, British Columbia, with Asplundh Utilities Limited, which does tree-trimming and removal of trees around power lines.

"My day starts very early, and I work around the B.C. Hydro electrical system. I've been a Journeyman since 1989, and in Local 258's school, I was certified as a Utility Arborist." Brother



**2:00 p.m., Alaska-Hawaii Time — The Wilds of Alaska**

Tom Nealeigh, a 12-year Local 1547, Anchorage, Alaska, power lineman, currently working for City Electric on a \$3.3 million dollar transmission line rebuild, on a job located 215 miles south of Anchorage, in a remote, steep and densely forested part of Alaska. He and a crew of 26 linemen and apprentices, work long

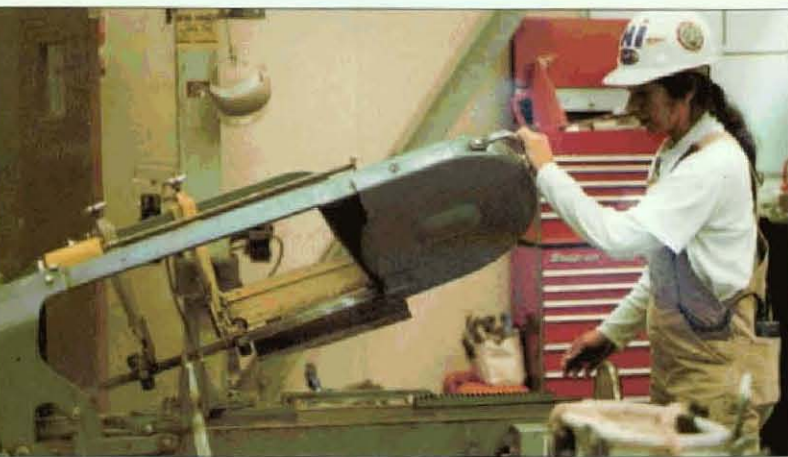
hours on treacherous slopes to get the job done before freezeup, usually in October. Blasting, digging and measuring, Brother Nealeigh prepares the holes for the 80-foot wood poles, which are flown in and set by helicopter. "Not only do we work with dynamite, but we have to look out for grizzlies and fight off a relentless churning of mosquitos," said Brother Nealeigh.

Stationed almost two-thirds of the way down the trans-Alaska pipeline, at Pump Station 12, is Journeyman Wireman Lou Cardona. She works in a site more remote than Brother Nealeigh, and is working as job foreperson for a subcontractor to Alyeska Pipeline Service Company installing a new Local Area Network (LAN) and Wide Area Network Group Internet System, linking all the control and metering operations at the pump stations and the Valdez Marine Terminal. Said Sister Cardona, "Because there are millions of barrels of crude oil passing through the pipeline everyday, Alyeska is hyper-safety conscious. Her 12-hour day would be exhausting for most people, but Sister Cardona is looking forward to quitting time so she can grab her pole and enjoy some of the world's best King Salmon fishing."



Local 1547 Journeyman Lineman Tom Nealeigh (left), explains the job to first-year apprentice Travis Swartz.





Sister Cardona, Local 1547 wireperson, at work on electronic machine at the Alaska pipeline.



**4:00 p.m., Alaska-Hawaii Time, Honolulu, Hawaii**

It's been a busy day in the 51st state. IBEW members working for Hawaiian Telephone have been all over the varied topography and facilities of these beautiful islands.

One crew has been servicing telephone lines for the international observatories Mauna Kea Observatory. Another crew has been working in the 13,000-foot mountain areas around Kamuela on the big island of Hawaii. If Hawaii conjures up only images of aloha shirts and surfboards, think again. It gets very cold in those mountains.

Still another crew has been facing a hazardous situation not known to most telephone crews on the mainland. In the area of Hawaii known as Kau, volcanoes are always playing havoc with the cable. There are vents in the volcano

Just another hazard for Local 1357 members.

pouring out lava, which goes toward the ocean and to areas where there are telephone lines. Local 1357 members sometimes have to go out to redirect the cable and restore service.

In his office, Local 1357 Business Manager George Waialeale leans forward and peers over reports from his far flung units. He and others are routinely in the air, traveling to service the units on the various islands. In explaining the diverse and sometimes dangerous jobs undertaken by his members, Waialeale says, with a bit of understatement, "We have 2,250 members, and we have very challenging jobs." Referring to the Saipan unit across the International Date Line, Brother Waialeale proudly calls Local 1357 the only IBEW local where the official day begins and ends.



**11:59 p.m., Alaska-Hawaii Time, Hawaii, the island of Oahu**

Local 1260, Honolulu, Hawaii, member Miles Miyahara is working on KHNL-TV's computer, cleaning up the data base from the evening's workload. He is winding down, and should be able to leave in an hour or so.

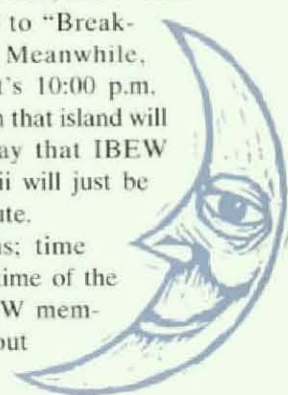
Miyahara is an On-Air Operator for KHNL and it's sister station, KFVE. Before a

pre-recorded program runs, he is in charge of preparing the show as well as the commercials. Then while the show is airing, he runs the commercials and returns to the show. He's like a TV disc jockey, except he has two stations to take care of, both airing different programs and different commercials, all of which are running at different times. "It gets a little hairy," he said. "People are always asking me things like, 'What happened on *The Simpsons* last night?' [KHNL is a FOX affiliate]. And I have to say, 'Are you kidding, I never get to watch the shows.'"

Live news shows are especially hectic. They are shot out of a production studio in another location, so he must follow the direction of the Technical Director there, run the commercials, and all the time be getting the next show ready. And because it's live, anything can happen.

At the moment Miyahara leaves the building into the moist night, a world away in Eastern Canada, IBEW members are waking up to "Breakfast Television." Meanwhile, over in Saipan, it's 10:00 p.m. Local 1357's unit on that island will soon finish the day that IBEW members in Hawaii will just be starting in one minute.

The world turns; time passes; yet at any time of the day or night, IBEW members are going about their work.



(For more on Labor Day, see essay on Page 19)



Local 1260 member Miles Miyahara is working on KHNL-TV's computer, cleaning up the data base from the evening's workload.



# A New Partner

## Local 567 Members Enter A Unique Partnership With

It is not unusual at all these days for a contractor to negotiate incentives into their construction project to get the project done on time. What is unusual is when a contractor does it and then shares the wealth when the work is done with the men and women on the job.

### Project Equity Account Trust

Local 567, Portland, Maine, Business Manager Milton McBreairty said that his local entered into a never-before-used arrangement with Stone and Webster Engineering Corporation, whereby both the workers and the company put up money to be paid back to the employees, with interest, if the project came in on time and on budget. They called the unique funding agreement the Project Equity Account Trust (PEAT), and it was negotiated jointly for, and administered jointly by, Local 567, by the other building trades locals on the project (the building of The Virgin Pulp Substitute Facility in Auburn, Maine), and by Stone and Webster.

The trust worked as follows: The unions involved in the 100 percent union job, building the state-of-the-art recycling plant in Auburn, negotiated a pay rate equal to 100 percent of the local prevailing wage for each trade. All benefits were calculated and paid at that rate. The workers then received 90 percent of

that rate as regular wages, with 10 percent put into the combined employer/employee "risk pool." Stone and Webster also contributed to the risk pool. Three milestones were agreed to by the parties and if the work was completed on time for those milestones, which it was, then the money was to be paid, with interest, back to the employees. In fact, despite over 300,000 feet of additional cable being added to the original project design, almost \$700,000 was paid back to the workers, who finished the work under budget and two months early.



*Rep. John Baldacci (D-Maine) helped Local 567 and Stone & Webster keep the Auburn project on target.*

If the work had not been completed on time for any of the three milestones, and the joint labor-management board of trustees of the trust determined it was because of poor labor-management performance, then the risk pool money would have been held in escrow and used to pay for any cost overruns the project would have incurred. And if the work wasn't done in time, but there were no cost overruns, the money would have been donated to a Maine state college scholarship fund.

### "Best Job in 20 Years"

Business Manager McBreairty was thrilled with the results of the PEAT. He said he thought it could be a model for future labor-management relations. The local union members on the job also were very happy with how the PEAT worked. McBreairty said, "Guys would come up to me on the job and say it was the best job in 20 years.... It was a good feeling."

What made the unusual financial arrangement possible, McBreairty said, was trust. The workers on the project knew their risk pool money was safely in a bank. They even received monthly statements listing their personal share and the amount of interest it had earned. McBreairty said he never heard anyone worrying about any of the nuts and bolts of how the PEAT was being run. And he attributed that to the level of trust built up between the contractor and the unions involved.

### State-of-the-Art Recycling

Not only was the way the men and women on the project were paid unique, but the project itself was quite unusual as well. The \$65 million facility built in Auburn is to be used to recycle office waste paper. There are many plants on line today that can recycle low-grade newspaper and telephone-book paper, but there are only a handful that can turn old high-quality paper into a substitute for virgin pulp.

According to Stone and Webster, the Auburn plant "offers significant environmental and economic benefits. The facility will enable a waste stream to be recycled and reused, thus sparing trees and creating an





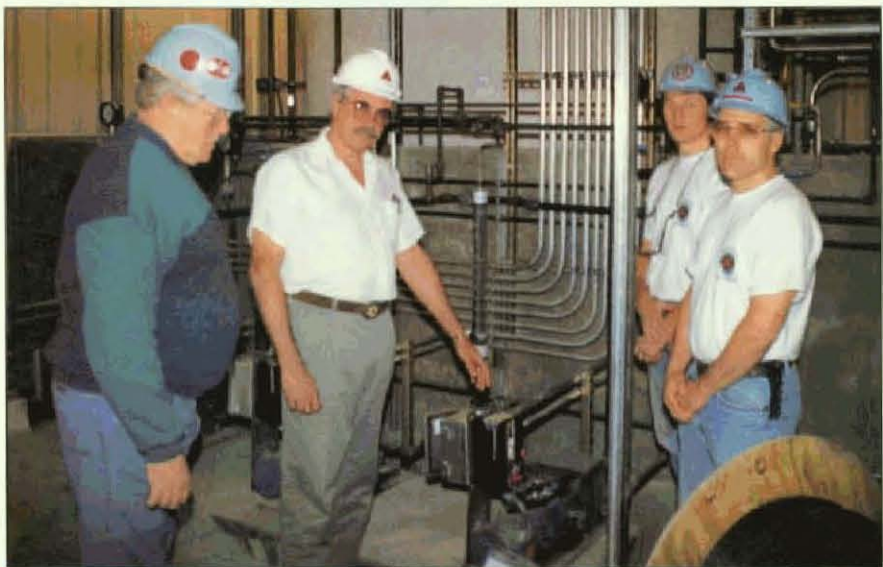
The 100-percent-union-built Virgin Pulp Substitute Facility in Auburn, Maine.

## Contractor in Maine

end product that displaces a corresponding product that is more energy intensive, and that uses more chemicals [to produce]."

Business Manager McBreairty said that the Auburn plant was the first of its design to be built. There are plans for as many as 10 more additional plants to be built in the United States using this design. He said it was one of the largest projects for the local in years, employing up to 65 electricians at a time. He also said several politicians, including U.S. Representative John Baldacci (D-Maine), were instrumental in keeping the project going.

From the responses McBreairty got from people on the site during construction, building the Auburn recycling plant was more than just a job—and jobs are too few and far between in today's soft construction market in the area. The PEAT involved trust and cooperation. Everyone has heard a lot about labor-management cooperation, but the workers in Auburn, Maine, saw all that talk turned into action, and yes, cold, hard cash. All in all, the Auburn plant was rewarding indeed for the members of Local 567. ■



Examining some of the project's electrical work are: (from left) Foreman Paul St. Pierre, Electrical Superintendent Ron Gabrick (who is a member of IBEW Local 325, Binghamton, New York), and Local 567 members Steve Charest and Michael St. Pierre.

Second District Vice President Paul Loughran (far right, standing) met with key members of the labor-management team that made the PEAT project a success. Local 567 Business Manager Milt McBreairty is third from left in the second row.





# IBEWnet: A U

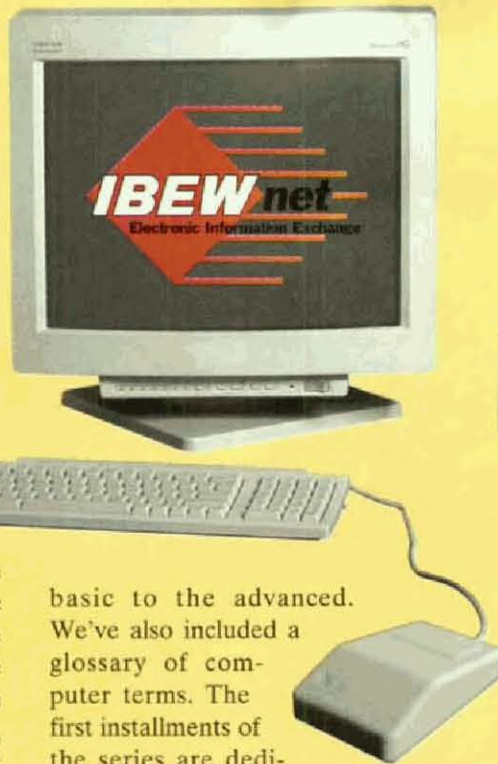
## Part I: The Basics For Beginners

**E**arlier this year, the IBEW took a major leap into the Information Age with the initiation of its own online computer network called *IBEWnet*. *IBEWnet* is many things, as will be discussed below, but first and foremost, it is a means to facilitate communication and the exchange of information within the entire structure of the IBEW. *IBEWnet* is open to all IBEW members in good standing.

What is the purpose of *IBEWnet*? In a nutshell, it is to give the IBEW a place in the rapidly expanding world of electronic information exchange, known by the world's most overused metaphor, the Information Superhighway. Because so much of this "wired" world is new, the full uses of such a system are yet to be defined. One thing is clear: we have before us an opportunity to make communications within the entire membership of the IBEW faster and better than ever before.

Since April, some 200 members have signed onto *IBEWnet*. In comparison to some other networks, that is a strong rate of growth, but it only scratches the surface of our potential. Many of the initial users are computer veterans who have been on "the Net" for years. Others are just beginning. We also suspect that many local officers and members are still just beginning to become familiar with computers, and thus are hesitant to jump head first into a strange new world with its own language.

The purpose of this series of articles will be to provide a users' guide to *IBEWnet*, and the larger networks of which it is a part. Given the limitations of the print format, we cannot convey the full impact of what it's like to be online. We can, however, answer many questions, from the most



basic to the advanced.

We've also included a glossary of computer terms. The first installments of the series are dedicated to those of you who are beginners. As we progress, we will discuss more advanced concepts.

An old Chinese proverb states: "The journey of a thousand miles begins with one step." *IBEWnet* is a vehicle that could take us on a journey measured in light years, not miles. Let's take the first step.

**NOTE:** The tutorials in this series will be based on the WinCIM® (the Windows CompuServe Information Manager) software, the sign-up kit most often requested by *IBEWnet* subscribers. Users of DOS® and Macintosh® systems are urged to call the support numbers listed in this article.

### 1 What is *IBEWnet*?

*IBEWnet* is the IBEW's private area within the AFL-CIO's private forum called *LaborNET* on the "CompuServe Information Service." *IBEWnet* has three components: (1) a library area, containing a variety of information,

such as press releases, issue papers, economic data, branch-specific items, and graphics; (2) a message area where members can correspond with other members in a public area or privately by e-mail; and (3) a conference area where members can gather for live conversation to discuss issues of common concern.

### 2 How can I know whether I have the right computer equipment to install *IBEWnet*? I'm thinking of purchasing a computer and I want to know that it will be adequate.

You will need at least a computer with a keyboard and a modem, at least one floppy drive, a monitor and a mouse. A printer is almost essential because you will probably want to print some of the messages or library information that you see on your computer screen.

The following is the minimum computer hardware required to run the WinCIM® software: (1) an IBM-compatible PC with at least an 80386SX processor and 2 megabytes of RAM memory; (2) the Microsoft Windows™ software (version 3.1), running in enhanced mode; (3) an EGA or higher resolution monitor compatible with the Windows™ graphical environment; (4) a modem and a standard phone line; (5) one hard disk with at least 4MB free; (6) one high-density floppy drive; and (7) a mouse or other pointing device that is compatible with Microsoft Windows™.

### 3 Why do I need a modem?

The modem links your personal computer to the world of networked computers in the global information infrastructure. You need a modem because you must make the pulse rate of the computer acceptable to telephone equipment.

The speed of the modem is expressed as a baud rate, such as 2400,



# ser's Guide

9600, 14.4 (14,400) or 28.8 (28,800). The faster the baud rate the faster the information can be transmitted. In most geographic areas *CompuServe*® currently accommodates a maximum baud rate of 14.4 but can accommodate a 28.8 baud rate in some area codes.

4

## How does *IBEWnet* relate to *LaborNET*, *CompuServe*® and the Internet?

*IBEWnet* is our private area of *LaborNET*, which is carried exclusively on *CompuServe*®, a commercial online communication and information service. *LaborNET* and *IBEWnet* are "private" because access to them is limited to individuals who are currently affiliated with the AFL-CIO and the IBEW.

The *CompuServe*® network is connected to the worldwide communication network of computers known as the Internet. The Internet connects universities, government agencies, military branches, research institutions, corporations, unions, and even individual users. Although their computers may operate on different systems, Internet users share data by using a common method of exchanging information known as TCP/IP (see glossary).

5

## I've never installed a computer program. How do I know whether I can install the kit successfully?

Your kit contains a floppy disk(s) and step-by-step, written directions for installing the software. Once you place the disks in your floppy drive and initiate the installation, simply follow the on-

screen instructions. If you do run into any problems, you can telephone the *IBEWnet* SYSOP for assistance.

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## How can I get a kit to install *IBEWnet* on my computer?

You can request a free *CompuServe* Information Manager® kit by contacting the *IBEWnet* SYSOP (system operator) in the Research and Technical Services Department at the I.O. at 202-728-6113. Be ready to give your local union number, your IBEW card number, the size of the floppy disk you require (3.5" or 5.25"), and the computer platform you are using (Windows™, MS-DOS®, or Macintosh®).

Requesting a kit does not obligate you to subscribe. Installing the kit on your computer enables you to sign up with *CompuServe*® through your computer. The kit does not provide access to any services until you initiate your subscription.

7

## If I live in a rural area, will I have to pay for a long-distance telephone call to connect to *IBEWnet*?

Many urban and rural areas of the United States and Canada are accessible to the *CompuServe*® network by a local telephone call. For specific information about your area, contact the toll-free *CompuServe* Help Line on 1-800-848-8990 in the United States or (+1) (614)-529-1340 in Canada. ☐



## Glossary

**baud** — A unit for measuring the speed of data transmission. One baud is 1 bit per second. Typical modem speeds today are as high as 14,400 (14.4) baud or 28,800 (28.8) baud.

**bit** — Acronym for "binary digit," either a "one" or a "zero," used in computer notation to represent a number. A bit is the smallest unit of information recognized by a computer.

**byte** — A grouping of adjacent binary digits (or "bits") which the computer handles as a unit. The most common byte contains eight bits. The faster personal computers handle information in 16-bit units or 32-bit units.

**cyberspace** — The universe of networked computers.

**cybersurfing** — Browsing around the large international computer network known as the Internet.

**EGA** — Acronym for "enhanced graphics adapter," describing a video adapter that can display up to 64 colors.

**e-mail** — Abbreviation for "electronic mail," the process of sending and receiving information over a computer network.

**hard disk drive** — A storage device mounted either outside or inside a computer. Software programs and directions for running the programs reside on the hard disk drive.

**high density floppy drive** — A drive (either 3.5" or 5.25") that will accommodate floppy disks with a storage capacity of 1.2MB or 1.44MB.

**Internet** — The worldwide network of computer networks that use a common protocol (or style of communicating) called TCP/IP.

**megabyte (MB)** — Approximately one million bytes (about 1,048,576) of information.

**modem** — Acronym for "modulator/demodulator." A modem makes the pulse rate of the computer acceptable to telephone equipment. The modem provides communication capabilities between networked computers over telephone lines.

**mouse** — A device used to move a cursor or other object on the screen or to click on a button or area to perform a function. A mouse can be a small device connected to the computer with a cord or a small rolling ball on or near the keyboard.

**online** — Adjective used to describe persons or equipment that are directly communicating with a computer or a network of computers.

**processor** — This is the central processing unit (CPU) of the computer; the microprocessor chip that performs most of the work in a computer. IBM-compatible microprocessor models are denoted by numerical references, such as 80286, 80386, 80486, Pentium®, etc.

**protocol** — A method agreed upon by different computer systems for communicating with each other and exchanging information.

**RAM** — Acronym for "random access memory." This is the working memory of the computer, where programs are called up and executed. RAM is measured in megabytes (MB).

**TCP/IP** — Acronym for "Transmission Control Protocol/Internet Protocol," which is a set of protocols that regulate how data is transferred between computers on the Internet. ☐





The contestants install the wiring....

# BUILDING THE SKI

## *IBEW Sponsors VICA Wiring Contest*

Apprentice Sandy Jo Swafford shows how it's done.



In keeping with its philosophy that training and education are crucial to the future of members and potential members, the IBEW once again played a lead role in helping VICA instill the spirit of pride and quality in young workers.

Vocational Industrial Clubs of America (VICA), a national student organization for those in educational programs for trade, technical and health occupations, sponsors, with industry, an annual skills USA championship.

For the past 27 years the IBEW, with NECA's assistance, has sponsored the Residential Wiring Contest. This contest, planned annually by the Residential Wiring Technical Committee, consisting of members of the IBEW, contractors, educators and manufacturers is designed to test the skills needed for successful entry-level performance in residential wiring.

Contestants in residential wiring were tested on their ability to install

wiring of a residential system from drawings and specifications. The contest consisted of two parts: conduit bending as well as simulated wiring of a garage, bedroom, and an all-purpose room.

The judges for this year's contest were officers and retired members of Local Union 124, Kansas City, Missouri, and the director and instructors of the Kansas City Electrical JATC. Local Union 124 members and retirees also assisted in setting up several of the 54 different trade, technical and health contests.

Top winners in this contest: first place secondary, Daniel Dowdy, Mayfield, Kentucky; first place post-secondary, Darrell Ryan, Russell, Kansas; second place secondary, Moses Martinez, San Antonio, Texas; second place Post-secondary, Matthew Curtis, Empire, Alabama; third place secondary Eric Lenzi, Barrington, New Hampshire; and third place post-secondary Anthony Burkett, Grand Junction, Iowa.





...and the judges, skilled IBEW members, evaluate it.

# ILLS OF THE FUTURE



The technical committee and judges of the VICA Residential Wiring Contest. Local 124 Business Manager Lindell Lee is third from left in the back row.



Frank Patton of D.F. Patton and Associates (front, left) and Ken Edwards, director of the IBEW's Research and Technical Services Department (front, right) presented medals to: (front row, left to right) secondary division medalists Moses Martinez, Daniel Dowdy, Eric Lenzi, (top row, left to right) postsecondary division medalists Matthew Curtis, Darrell Ryan, and Anthony Burkett.

While not an official contestant, Sandy Jo Swafford, a third period inside electrical apprentice, was allowed to demonstrate her skills in conduit bending and the simulated wiring of the rooms.

During the opening ceremonies retiring CIR Director Everett Lehmann was honored with a plaque for the 20 years he had been chairman of the Residential Wiring Contest and labor's co-chair of VICA's Skill USA Executive Committee. Ken Edwards, Director of Research and Technical Services, was also honored by being made a lifetime member of VICA.



Telephone, ladder, tool pouches, telephone wires and cables—just a part of the equipment and its uses, which must be mastered in the IBEW-NYNEX NEXT STEP Program.



# THE IBEW-NYNEX NEXT STEP PROGRAM

## *Technical Training for the Future*

Eager to prepare for the coming high-tech workplace, IBEW members employed by NYNEX, are getting ready to set aside their hard-hats, tool belts, and climbers for one day a week. After January 1996, standard tool pouches will periodically be replaced with laptop computers, math and graph calculators; and work prints and cable plats will be exchanged for college textbooks.

In fact, all qualified NYNEX employees, including clerical and administrative office personnel, will have the opportunity to attend college classes one day a week on company time. They are seeking to advance their careers by updating their skills with the latest technology. Recent labor contracts between the IBEW and NYNEX brought forth the NYNEX University Project, which is a portion of the newly formed NYNEX NEXT STEP Program.

Officers and members of IBEW Local 2320, Manchester, New Hampshire; Local 2213, Washington Mills, New York; and the New York-New

England Exchange (NYNEX), are working with local universities, technical schools, and community colleges, through which they will develop their own degree program—an Associate Degree in Applied Science in Telecommunications. This degree will be awarded an IBEW member after he or she completes four years of training. Classes will involve two 15-week semesters each year. Students will receive eight hours of classroom training per week.

The curriculum will include courses in Voice Communications, Data Communications, SST Based Networks, Satellite Communications, ATM, Fiber Optics, T-1 Networking, ISDN, PBX/Centrex, Packet Switching Networks, Digital Video, and Multimedia. A labor studies segment will blend in historical facets, as well as contemporary issues. Along with each student's paid tuition and books, a laptop computer will be supplied to each one for the duration of their education, and will be used to acquire computer application skills,

search databases, learn computer languages, and interact with faculty via the Internet.

Classes will be held at facilities scattered throughout the five New England States represented by NYNEX (Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont). They plan to have one New England school administer and coordinate the whole program with the five New England states, creating a central location to compute grades, make curriculum changes or handle whatever problems may surface. The Hudson Valley Community College in New York is coordinating the nine schools involved in New York, which members of Local 2213, Washington Mills, New York, are already attending. Business Manager Linda Price described the program underway: *It is a physically and educationally demanding course. The members take a college entrance exam, given by the college; then undergo a battery of physical tests, including pole climbing skills, to prove that they can function on the job. Once they pass these two tests, then they attend school one day a week, while working the other four. In the initial class, we had 17 people, which included 15 women and 2 men. The program, which pays for members to attend school, requires that a student must be able to do everything. Upon completion, the student is awarded the Telecommunications Technology Associates (TTA) Degree.*

NYNEX Employee Development Co-Director Dan Brady, who recently retired, is excited about the pilot program, and eventually anticipate that up to 800 students per year will be attending the schools. "Our challenges will come," said Representative Brady, "when we try to get facilities for some members in the outlying areas of northern New England. In these places, we may end up using some long-distance-learning techniques with video links." Said Business Manager Price, "It is also a source of excitement, as we may pioneer some new techniques and methods to distribute education."

New Co-Director Sandy Berube described another facet of the curricu-



# Thoughts on Labor Day

*Ed. Note—The following essay on Labor Day was submitted by Peter Camerato, Press Secretary of Local 1505, Waltham, Massachusetts. We include it as part of our Labor Day issue saluting the work of IBEW members.*

September 4 is Labor Day in the United States. For those of us who toil in the employ of another, it is a day of rest from our work, a day of recreation with our families and friends, and a day to reflect upon what we have gained as members of the trade union movement here in the United States.

Because of the union movement and the battles being fought for the working men and women of this country by organized labor, we enjoy a standard of living and a quality of life unsurpassed anywhere in the world. Unlike the unfortunate children of Malaysia who toil for pennies, 12-15 hours a day making sneakers that sell at \$100 a pair, our children enjoy a public school system, a system that is available to all children through the efforts of organized labor. Unlike the desperate young girls in Thailand who are prisoners in the clothing factories toiling seven days a week for a pittance, or the children of Pakistan who are sold to factory owners as slaves to be chained to their machines, our children are protected by laws preventing the exploitation of child labor.

We have laws that promise us a fair wage and decent working

conditions. Laws that guarantee us the right to belong to unions and engage in collective bargaining. All of these protections and benefits were won after long and arduous battles fought in the halls of Congress by friends and allies of the working men and women of this country. Labor Day is our

day to celebrate those gains and remember with pride and honor the many heroes of the union movement.

There is one more thing we should also remember. The foes of labor and the enemies of the American worker have never ceased their attempts to undo what took so long to accomplish. At this very moment members say the Republican majority in

the House and Senate are proposing legislation that would eliminate overtime pay after 40 hours worked and also would allow the establishment of company-dominated organizations that would replace unions.

The enemies of labor and the cohorts of big business will never rest until they have taken away our hard-won rights. On Labor Day in 1995, take time to honor those who fought the good fight for us, and think of those who will come after us, as it is for them that we must be strong. ■

*"Labor Day is our day to remember with pride and honor the many heroes of the union movement."*

IBEW Systems Council T-6 Chairman and Local 2321 Business Manager Frank McKenney, sums up the IBEW philosophy when he says:

*"All evidence indicates the employee of the future will need to rely on personal ingenuity and creativity. The ability to utilize these traits within a work force will be the most important tool modern companies will have. The never-ending changes that seem to keep unfolding in our business and work environment is a reflection of this, but not surprisingly; technology, growth and change are synonymous with the IBEW... The NEXT STEP Program's NYNEX University, an IBEW-NYNEX partnership, exemplifies our dedication to a continuous and ever-growing learning environment in the workplace. It is the way to establish our proper niche in the telecommunications industry, and ensures that our Brothers and Sisters can assume their natural positions as the viable work force for the future."*

This joint partnership demonstrates positive mutual-gains bargaining, and promises success for the union technician of the future. ■



# IBEW Members M



## The Union of Hearts and Minds at Work

IBEW members are making a difference in communities across the United States and Canada every day. They are living proof that the IBEW—known as “The Union of Hearts and Minds”—is dedicated to giving back, to helping those in need, and to making a better life for those whose lives touch the lives of its members.

Here are just some of the stories out there of IBEW members lending a helping hand:

### Running for Life

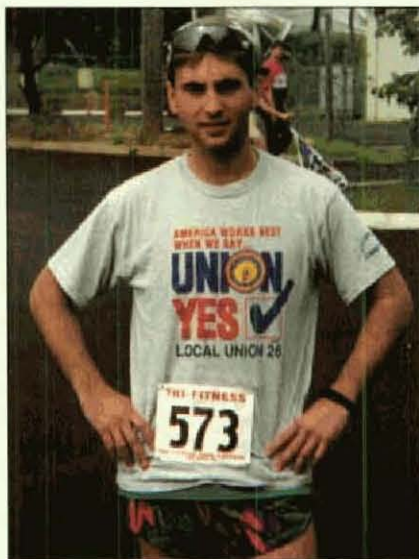
In the Washington, D.C.-area it isn't unusual to hear about someone running for something. It is unusual, however, to hear that they are running for something that has nothing to do with politics or elective office.

Local 26, Washington, apprentice Fred Fenster is running to help raise money to fight leukemia. In fact he and a few partners are organizing a series of road races being run this summer and fall to collect money for his cause. The first race was scheduled for last month, the second for September 9, and the third for September 23. Brother Fenster said the series of races is called Tri-Fitness Sports Run for Leukemia 5K Series. All the race proceeds, minus the costs to stage the events, will go to the Leukemia Society of America.

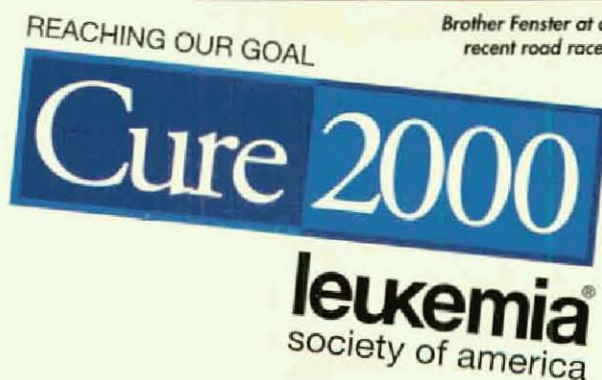
An avid runner, Brother Fenster has run in the Washington Marine Corp Marathon, and this year's Race for the Cure (which raises money for breast cancer research), and is planning to run in the Boston Marathon. He is very happy to have his two interests, running and helping children

stricken with leukemia, come together in the Run for Leukemia road races. “It's a great feeling,” he said.

One thing is for sure, Brother Fenster's is one Washington race where everyone from both sides of the aisle comes out a winner. ☐



Brother Fenster at a recent road race.



### A Flood of Help

When waters started to rise in southern Mississippi earlier this year people knew where to go for help—IBEW Local 903's hall in Gulfport. Local 903 Business Manager-Financial Secretary Curtis Murphy said, “Whenever anything like the...flooding [earlier this year] happens, we turn our facilities [to the Red Cross] to help the community in whatever way we can.”

Red Cross Labor Participation Regional Director Kirk Patrick said several other IBEW local unions have agreed to let the Red Cross use their facilities in times of need. He said the locals, including Local 903, pre-wired their halls with about 30 extra phone lines. The Local 903 hall also has a small kitchen and shower facilities available for use.

“Some people think of unions as being interested only in their own members,” said Business Manager Murphy, “but we think of ourselves as existing to serve others as well.” As a case in point he said, “One of our members, Darrel Stolica, had six feet of water in his own basement [after the floods], but he went back out to help his neighbors get out.... After all we live here too, and like a lot of other people, we do what we can.” ☐



# Making a Difference



Presenting the \$16,700 check for Oklahoma City disaster relief to the Red Cross (from left) are: Mike Jackson, Westinghouse; Wally Huff, Westinghouse; Gary Eder, Salaried Employees Association; Local 1805 Business Manager Greene; Rick O'Leary, Electronic Workers; Jim Cassidy, Westinghouse; and Red Cross representative Scott.

## A Helping Hand To Oklahoma City Victims

Like people everywhere, members of Local 1805, Baltimore, Maryland, were outraged and saddened by the April bombing of the Alfred P. Murrah government building in Oklahoma City. They were so moved by the events they saw and heard reported that they began collecting money to aid the victims of that terrible tragedy.

The local joined with other craft unions at their Westinghouse plant to raise money. The company pitched in, and when it was done almost \$17,000

was donated to the American Red Cross. A check-presentation ceremony has held at the plant May 22.

Local 1805 President-Business Manager Gladys Greene said just before the May ceremony, "I appeal to all [IBEW] local unions to lend a helping hand for this, or any other disaster, that we can aid [the victims of]. We are 'The Union of Hearts and Minds.' Let's live up to our slogan." ■



Government Department Director Gil Bateman (right) gets musical help while collecting money in Washington, D.C., on DAD's Day.

## DAD's Day

IBEW members across the United States gave their time earlier this summer to help a very needy cause—fighting childhood diabetes. The IBEW members in 400 U.S. communities joined with other union members affiliated with the AFL-CIO's Building and Construction Trades Department June 16 through 18, 1995, to support the ninth annual Dollars Against Diabetes DAD's Day fund-raising campaign.

This summer the IBEW staff and employees in the International Office, in Washington, raised over \$2,740.54. Almost 10 million dollars has been raised in all since 1987. The money has been used to open the new Diabetes Research Institute in Florida, a state-of-the-art, 87,000 square-foot complex which opened its doors last year. It is the only facility of its kind, bridging patient care with clinical studies, education, and research programs.

Diabetes affects over 13 million Americans and takes over 300,000 lives each year. It is one of the leading causes of blindness, heart and kidney disease, strokes, and amputations. But thanks to those who have collected money on DAD's Day, we all are closer to defeating diabetes once and for all. ■







## IN FOCUS

# Labor Legislation Protects You, The Worker

## Part VI: Labor, Management Draft The Railway Labor Act

**T**he Railway Labor Act, covering workers employed in the railroad and airline industries, is the oldest federal law directly affecting labor-management relations. However, among other workers, the RLA is probably the least well-known of U.S. labor laws.

### Conditions Preceding The Law

Railroads were indispensable in transporting people and freight throughout the United States. In fact, the spidery spread of trains transformed the United States from a nation composed of isolated, self-sufficient farming communities into an industrial, urban-centered colossus. The railroad was also a key factor in the settlement of the American West. Railroad companies encouraged easterners and immigrants to settle the vast tracts of open land surrounding the rail lines the companies built. As these settlers shipped agricultural, mineral and timber products East, they depended upon return shipments of manufactured goods. In addition, rail lines between cities encouraged growth and creation of areas surrounding cities called suburbs.

The rail barons who owned the carriers pressed the advantage of their vital position to gain more advantage and more wealth. Unlawful financial transactions between politicians and

bureaucrats, and national and interurban rail operators, resulted in favorable treatment for large producers and shippers at the expense of smaller operations. Legislators set tariff levels depending not on length of haul, but on the presence, or absence, of a competing carrier.

Toward the end of the 19th century, complaints about exorbitant rates and against the practices of the giant rail corporations finally spurred Congress into considering ways to curb the rail barons' power. **The Interstate Commerce Act of 1887** resulted from these efforts. The act set an important legislative precedent: Congress had the power to regulate those aspects of the economy considered vital to the nation and to institute agencies to enforce those regulations.

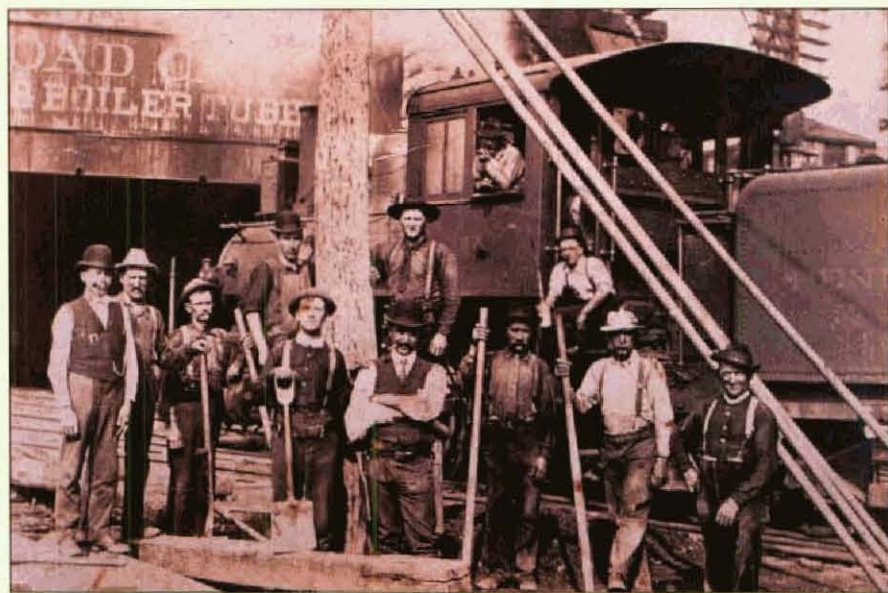
One aspect of railroad operations considered vital to the nation, and thus subject to congressional authority, was the dependability of the railroads' service. Since labor-management disputes could disrupt the railroads' dependability through work stoppages—thus affecting the public interest and not just

affairs between employers and employees—the government felt it had the right to intervene in these disputes. At first, government acted quickly and forcibly on the side of the carriers. Frequently, federal troops were dispatched to ensure the regularity of mail, freight and passenger runs. Unions, no matter the legitimacy of their grievances against the carriers, were vilified as the demons of these strikes; and public dissatisfaction usually went against them and supported the carriers.

### Legislative Control Initiated

Beginning with Maryland in 1878, states led the way in passing legislation to promote amicable adjustment of rail labor-management disputes. Many of these laws provided for forms of voluntary mediation. Massachusetts and New York enacted laws also providing for arbitration. These initial attempts at developing a framework for settling labor-management disputes in the railroad industry formed the foundation for later legislation by the U.S. Congress.

From 1886 through 1923, mainly in



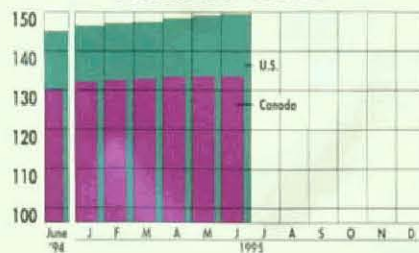
*Railroad workers around the turn of the century.*



# CONSUMER PRICE INDEX

## YEAR TO DATE

Month	Year	UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
June	1995	149.9	133.7
May	1995	149.6	133.7
June	1994	145.4	130.2



U.S. CPI-W increased 0.3 index points during the last month or 0.2%. The increase during the past year was 4.5 index points or 3.1%.

Canada CPI remained the same during the last month. The increase during the past year was 3.5 index points or 2.7%.

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

Prepared by: IBEW Department of Research and Technical Services, July 1995.

response to continued labor strife in the industry, Congress passed several laws governing the way carriers and workers handled their grievances. Each of these laws added procedures which the parties might use to settle their differences without strikes and without violence. For example, **the Arbitration Act of 1888** provided for voluntary arbitration and investigation by a U.S. presidential commission. (See box for other examples.)

The federal government asserted control over the railroads during World War I, and the policies instituted by the Railroad Administration strengthened the position of unions over the carriers. Workers could not be discriminated against based on union membership. National adjustment boards handled grievances arising from agreement interpretations. Perhaps most importantly, though, the director general of the administration negotiated national agreements with several labor organizations, the first rail systemwide agreements in the industry.

After the war the railroads returned to private ownership, and the struggle between labor and management began anew. Many legislators, reviewing the period of relative labor peace in the industry during the war years, wanted to continue government control of labor relations in this very important industry.

## Adversaries Produce a Bill

At the urging of President Coolidge, a railway executives' committee met with union representatives to hammer out a mechanism through which the parties could achieve labor peace. In January 1926, when the parties jointly presented their bill to Congress, Donald R. Richberg, attorney for the rail-

## Other Important Rail Labor Laws

### Erdman Act of 1898

The Pullman Strike of 1894 revealed several problems with provisions of the **Arbitration Act**, so Congress considered alternative legislation. The **Erdman Act of 1898** derived from the report of President Cleveland's U.S. Strike Commission, appointed after the Pullman Strike. Many of the commission's recommendations now are reflected in U.S. national labor policy, central to which is the concept that employers should recognize and deal with labor organizations. The new act omitted the Arbitration Act's investigatory features, but retained its arbitration provisions. Provisions of the Erdman Act included criminal penalties for discharge or threatened discharge of employees for union membership, and mediation and conciliation of rail labor disputes (using unions as employee representatives).

### Newlands Act of 1913

Amendments to the Erdman Act established a permanent board of mediation and conciliation for rail labor disputes. **The Newlands Act**, as these amendments have been called, covered

not only disputes over negotiations, but also disputes concerning agreement interpretation (a significant innovation in rail labor law). The new Board of Mediation and Conciliation apparently functioned successfully for several years.

### Transportation Act of 1920

Following World War I, many members of Congress wanted to amend the Newlands Act to retain a measure of government control over rail labor relations. **The Transportation Act** referred unresolved labor disputes to a new U.S. Railroad Labor Board, which would conduct both mediation and arbitration. Labor and management were to create adjustment boards for grievance resolution. Problems arising from the new system eventually discredited the Railroad Labor Board, despite handling approximately 13,000 disputes successfully during its lifetime. The act's reliance on mediation and arbitration, instead of on voluntary collective bargaining assisted by mediation, displayed how out of touch the act was with the nature of labor-management relations being established in the United States. ❏

way labor organizations, said, "This bill is the product of a negotiation between employers and employees which is unparalleled, I believe, in the history of American industrial relations.... [The parties] are now asking to have this agreement written into law, not for the purpose of having governmental power exerted to compel the parties to do right, but in order to obtain Government aid in their cooperative efforts."

Opposed only by the National Association of Manufacturers, the bill

passed, with no amendments; and President Coolidge signed the **Railway Labor Act** into law on May 20, 1926. As amended over the years, the Railway Labor Act merits the distinction of being the oldest continuous federal collective bargaining legislation in U.S. history. ❏

Note: Next month we conclude our series on U.S. labor laws by describing the provisions of the **Railway Labor Act** and outlining steps in its collective bargaining procedure.



# 8th District

8th DISTRICT



The

50th annual Eighth District Progress Meeting was called to order June 22, 1995, at the Shilo Inn in Idaho Falls, Idaho. Local 449, Pocatello, Idaho, Business Manager-Financial Secretary Robert Chandler served as temporary chairman while Local 291, Boise, Idaho, Business Manager-Financial Secretary Benjamin Antunes led the Pledge of Allegiance. International Representative Ted Jensen delivered the invocation. The gavel was then turned over to Eighth District International Vice President Vice President Jon Walters.

Idaho AFL-CIO President Randy Ambuehl welcomed the delegates. He thanked the IBEW for its continued support of all of organized labor in the state. He then spoke about the need for political change, both in Idaho, and in the entire United States.

International President J.J. Barry's keynote speech focused on attaining three goals for the IBEW: to organize, to educate, and to be innovative. He also urged local union leaders to communicate as well as they can to their memberships. To that end, after President Barry's speech, Vice President Walters presented awards to Eighth



International President J.J. Barry (right) and International Secretary Moore (second from the left) stand with Local 44, Butte, Montana, Business Manager-Financial Secretary Stan Dupree (center) after Local 44 was presented with the "Journal/Newsletter Award" at the Eighth District Progress Meeting. International Treasurer Van Arsdale (left) and International Vice President Walters (at podium) are in the background.

District local unions which showed "outstanding commitment" to the use of "Local Lines" published in the *IBEW Journal*.

International Secretary Jack Moore reported on the union's business matters, and gave a political roundup. Also addressing the delegates were: International Treasurer Thomas Van Arsdale, Ninth District International Vice President S.R. "Jack" McCann,

International Executive Council member Thomas Sweeney, Executive Assistant to the International President Mike Lucas, Research and Technical Services Department Director Ken Edwards, International Representatives Rick Baer, Ken Olsen, and Don Shaputis, NECA Western Regional Director Dan McPeak, and AFL-CIO Region IX Director David Gregory.



Eighth District delegates in a workshop.





# 3rd District

The 49th annual Third District Progress Meeting opened June 29, 1995, in Atlantic City, New Jersey. System Council U-3 President Willis Wardell Jr. welcomed the delegates and introduced Third District International Vice President Ed Hill, who chaired the meeting.

International President Barry, in his address to the delegation, said "We have the capability to survive the new challenges, the most difficult in memory." To do so, he said IBEW local union leaders "must re-energize the spirit of activism in our members and organize." International Secretary Moore also stressed the need for renewed activism, concentrating his remarks on motivating the membership to become more active politically. He presented awards to local unions in the district which contributed most generously to IBEW-COPE.

International Executive Council members Joseph McCafferty and Frank Carroll both expressed their concerns over the troubling times in which organized labor is embroiled. Vice President Hill added "We must move forward despite the weight of today's political climate, and this will make us tougher." He said through "salting" and "peppering" campaigns, almost 1,000 new Construction Branch members were signed up, and just under 170 contractors added in the last year. Other branches did not fare as well. He was especially troubled by the losses in the Utility Branch, saying,



Above, a view of the delegates to the Third District Progress Meeting.

At right, International President Barry delivering the keynote address to the Third District Progress Meeting. With him on the dais are Vice President Hill (left) and International Secretary Moore (right).



"We need an army of organizers, and all of our efforts concentrated there."

IBEW General Counsel Larry Cohen spoke to workshops during the meeting's second day. Congressman Ron Klink (D-Penn.) spoke on the

third day, giving the delegates an overview of issues pending before Congress. Dr. Arthur Shostak of the George Meany Labor Studies Center and International Treasurer Van Arsdale also addressed the delegates.

## Third District Women's Caucus

The Third District held their annual Women's Caucus June 28, the day before the opening of the Third District Progress Meeting. International President Barry addressed the delegates, stressing the need for political education, and every member's involvement in the legislative process. International Vice President Hill also urged the delegates to become

politically involved. IEC member McCafferty spoke to the caucus delegation as well.

Workshops were held on developing communications skills. The workshops were conducted by Dana Patton of the George Meany Labor Studies Center. The participants then used their new skills during discussions on labor-oriented legislative issues.



# Progress Meeting Report

# 4<sup>th</sup> District



Fourth District Project "330" business managers and organizing coordinators met with Vice President Witte (seated center), National Industrial Organizing Director Freddy Allen (standing, second from the left), and District Organizing Coordinator Tom Curley (seated, right).

**F**ourth District Vice President Paul Witte convened the 1995 Progress Meeting at the Canaan Valley Resort and Conference Center, in West Virginia, on June 20 and 21. Welcoming the delegates at the general session was President Bill Ferrell, West Virginia State Association; President Joe Powell, West Virginia Labor Federation; and Secretary-Treasurer Roy Smith, West Virginia State Building Trades.

The keynote speaker was International President J.J. Barry, who addressed the economic regression of working people and the widening gap between them and the wealthy in American society. International Secretary Jack Moore gave a detailed report on membership, pensions, and IBEW-COPE, and reviewed the legislative and political scene. Following their remarks, both President Barry and Secretary Moore joined Vice President Witte to present the 1994 IBEW-COPE awards to 36 Fourth District local unions. Local 573, Warren, Ohio, ranked first in the country, with the highest member contributions.

Other speakers were International Treasurer Thomas Van Arsdale; Fourth District IEC member Lance

Blackstock; and Third District IEC member Dick Acton. IBEW-COPE Director Rick Diegel ended the general session with a discussion of the danger of single-issue politics, and informed the delegates of the first IBEW Legislative Conference scheduled for September 26-28, 1995, in Washington, D. C.

Workshops were held on the second day of the progress meeting. Pat Reilly, director of the Council of Industrial Relations (CIR), addressed the Construction Workshop on CIR policies and procedures. Other topics at this workshop were Organizing and Service Contracts. Delegates from the Broadcasting, Government, Manufacturing, Telecommunications and Utility Branches met jointly. They held discussion panels on Employee Participation Programs and arbitration techniques. One of the highlights of the Organizing Workshop was the introduction of a new project called "330." It involves four selected districts to conduct at least three high-level NLRB elections a year for each of the 110 locals involved—hence, "330."

After thanking the host locals and speakers, Vice President Witte closed the progress meeting, reminding the delegates to keep the faith and loyalty to their trade-union principles, and to look for, plan for, and implement positive changes in each local. □



Local 573 Business Manager Mason (second from the right) received special recognition for his local's contribution to IBEW-COPE—the highest contribution per member in the country—from Secretary Moore. With them are President Barry (left) and Vice President Witte (second from the left).

## Women's Conference



The day before the 1995 Fourth District Progress Meeting, a one-day conference on issues affecting women in the workplace was held. Topics covered were: leadership training, child care and its various concerns, and domestic violence. After the meeting, the Planning Committee members met to discuss future agendas for the Women's Conference.

Pictured, left to right, are: President-Business Manager Judith Smith, Local 2331, Circleville, Ohio; Business Manager Brenda Bryant, Local 101, Somerset, Kentucky; System Council U-1 Business Manager D.R. Sizemore, Richmond, Virginia; President-Business Manager Gary Klinglesmith, Local 2100, Louisville, Kentucky; and Business Manager-Financial Secretary Lillian Firmani, Local 1200, Washington, D.C.



# 10<sup>th</sup> District



On June 15 and 16, 1995, in Bloomington, Minnesota, the Tenth District's 1995 Progress Meeting was convened. International Vice President Norman Schwitalla introduced the International Officers and guests, and called upon International President J.J. Barry to deliver the keynote address.

President Barry spoke of the many challenges faced by IBEW members, but especially the loss of jobs due to rail mergers and job abolishment. He warned of the erosion of social gains enjoyed by IBEW members throughout the years—including the attacks on Social Security, Railroad Retirement and Medicare.

International Secretary Jack Moore in his address highlighted political issues in the United States and Canada. One specific area of concern, he said, is changes in legislation that would permit Canadian railroads to undertake the spin-off of rail lines—creating a severe impact on the signal and communications membership. He then presented an award to Local 1146, Amarillo, Texas, for the highest per capita, per member IBEW-COPE contributions in the Tenth District.

Other speakers at the progress meeting were Peggy Shea Colangelo, AETNA Insurance; Michelle Katz, MEDCO, who introduced and reviewed health-care benefits; and Robert Bergeron, Assistant to the Labor Member of the Railroad Retirement Board. International Representative Richard Crawshaw led an organizing workshop, where special

emphasis was placed on teamwork. The workshop covered all aspects of an organizing campaign beginning with initial contact to the certification election. The afternoon session featured a benefits presentation by Dan Miller, Travelers Insurance.

Vice President Schwitalla opened the Friday morning session with information on organizing, and introduced Canadian International Representative John E. Platt who presented a concise explanation of activities in Canada. He noted the continuing drain on resources posed by raiding in Canada, including some successful attempts to defeat a raid, and an unsuccessful effort to prevent shopcraft employees from being taken by another union. He also reported that the proposed merger of the CN and CP properties into one railroad, which would have a negative impact on jobs, was put aside for the time being.

Tenth District International Representative Ray Cobb spoke of the organizing efforts he has been engaged in. He requested that the locals, the potential targets for unions, and the Systems Councils update the **Organizing Target Survey** the delegates received during the Organizing Workshop. He stressed that with the cooperation of the locals and Systems



President Barry (left), Vice President Schwitalla (second left), and Secretary Moore (right) present the IBEW-COPE Award to General Chairman A.H. Gonzales (second from the right), System Council No. 10, who accepted the award on behalf of the members of Local 1146.

Councils in implementing the information received during the workshop session, and applying the "teamwork" concept, the Tenth District can successfully move forward in its organizing efforts.

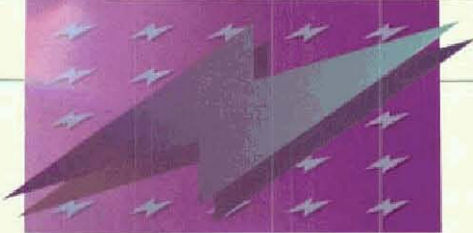
Other remarks made to the delegates included an overview of benefits, an update on the Railroad Retirement Board, the status of current contract negotiations with Amtrak, and the efforts of the Section 3 Labor Subcommittee/Railway Labor Act.

In bringing the two-day session to a close, Vice President Schwitalla highlighted the activities of the Tenth District over the past year, and what the goals are for the future.



A partial view of the delegates.





## SAFETY & HEALTH TIPS

# OSHA Reform—1995

### Workers Can Call It “The Death And Injury Act of 1995”

Another antiworker, anti-OSHA bill was introduced in the U.S. House of Representatives when Republican Congressman Cass Ballenger, North Carolina, introduced House Resolution 1834, “The Safety and Health Improvement and Regulatory Reform Act of 1995.”

This bill does not “improve” anything. What it does do is gut OSHA’s enforcement authority, take away worker rights, repeal the Mine Safety and Health Act (MSHA), fold MSHA into OSHA, and eliminate the National Institute for Occupational Safety and Health (NIOSH).

Congressman Ballenger is chairman of the House Economic and Educational Opportunities Subcommittee on Work Force Protection. This bill, which has 103 Republican co-sponsors, will play a lead role in the Republican effort to weaken OSHA. This bill will:

- **MAKE COMPLIANCE WITH JOB SAFETY LAWS VOLUNTARY.**

OSHA could only issue warnings (instead of citations and fines) for violations. Workers would have to be killed, seriously injured or exposed to con-



tinuous danger before OSHA could enforce the law.

- **WEAKEN WORKER PROTECTIONS.**

Republicans would reduce penalties for serious violations which threaten injury or death and eliminate special tougher penalties for willful and repeat violations. Employers would be allowed to hire their own inspectors to replace government safety inspectors.

- **STRIP WORKERS OF THEIR RIGHTS.**

Workers would have to inform their employers before filing an OSHA complaint about job hazards. Unions would be prohibited from filing complaints on behalf of their members.

- **ELIMINATE AN EMPLOYER’S DUTY TO PROVIDE A SAFE WORKPLACE.**

The OSHA law requires every employer to protect workers from hazards that can cause death or serious harm. Republicans want to take away OSHA’s authority to enforce this requirement. Employers would

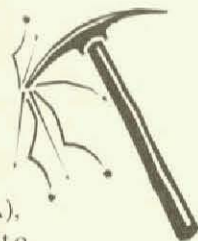
be able to escape penalties by blaming workers for not following safety rules and could drug test workers in a search for scapegoats.

- **SIGNIFICANTLY WEAKEN PROTECTIONS FOR MINERS.**

The bill repeals the Mine Safety and Health Act and eliminates MSHA despite their great success in reducing mine deaths and injuries. Mine safety would be subject to the watered-down OSHA requirements.

- **STOP NEW PROTECTIONS, ELIMINATE EXISTING SAFEGUARDS.**

The bill requires that lengthy risk assessments and cost-benefit analyses be conducted before OSHA issues rules, making it virtually impossible to set standards for new hazards like ergonomics, indoor air quality or workplace violence. Employers could





petition OSHA to revoke an existing standard unless the benefits of the standard outweigh the costs.

- **END JOB SAFETY RESEARCH.** The bill eliminates the National Institute for Occupational Safety and Health (NIOSH)—the only federal agency that conducts research on worker safety and health problems and the only federal agency that conducts worksite based research on job hazards.

- **WIPE OUT PROGRESS THAT'S BEEN MADE.** Job safety conditions in the United States have improved in the last 25 years. Nationally, 140,000 lives have been saved since OSHA's passage.

Congressman Ballenger and his allies, the National Association of Manufacturers, the National Federation of Independent Businesses, the U.S. Chamber of Commerce, and the Labor Policy Association (an industry group), are apparently under the impression that the safety and health laws of the United States are too strong and that workers have too much protection from job injuries and illnesses. Have they forgotten

that just four years ago 25 working men and women died in the tragic fire at a North Carolina poultry plant? This was a tragedy that could have been prevented had just one OSHA compliance officer performed a walk-through inspection. He or she would have found the locked exits, the failure to have a fire safety plan, the lack of fire alarms and fire extinguisher.

Anti-OSHA, anti-worker legislation has also been introduced

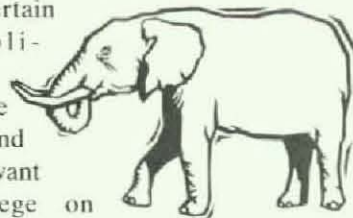
in the U.S. Senate. Republican OSHA "reform" bills have been introduced by Senators Judd Gregg (R-N.H.) and Kay Bailey Hutchison (R-Tex). Also, Senator Nancy Kassebaum (R-Kan.), chairperson of the Senate Labor and Human Resources Committee, has started holding hearings that will target OSHA. The Senate bills (S. 526 and S. 592) will cut OSHA's annual budget by 50 percent and MSHA's annual budget by 50 percent.

The 104th Congress has chosen to ignore the fact that each year 9,000 workers die from on-the-job injuries, 50,000 die from occupational diseases and more than 7 million are injured.

The OSH Act was created by Congress in 1970 "...to assure as far as possible every working man and woman in the [United States] safe and healthful working conditions...."

Now, certain Republicans in both the House and Senate want to renege on Congress' promise to the workers of America.

Every piece of antiworker, anti-OSHA legislation affects IBEW members directly. You can't take care of your family if you are injured, disabled, or worse, dead. Do you want to go back to the safety and health conditions workers had prior to 1970? U.S. voters did not elect a new congress to rewrite laws that would make OSHA ineffective. Do you really believe that voters wanted a government that would reduce your safety and health protection?



## What You Can Do

**D**o you agree that worker safety and health cannot be compromised? If so, you need to get active NOW! Work with your local union officers to:

- ⚡ Organize a petition campaign to Congress in opposition to the assault on worker safety.
- ⚡ Have your co-workers, friends and family write to your Representative and Senators.
- ⚡ Go to your Congressman's district office and meet with his or her representatives. Have injured members attend the meeting.
- ⚡ Start a grass roots campaign in support of OSHA.

The U.S. government and our employers must assure that our workplaces are safe and healthful. By working together to save OSHA, we can achieve the goal that Congress promised American workers in 1970, when the OSH Act was passed.

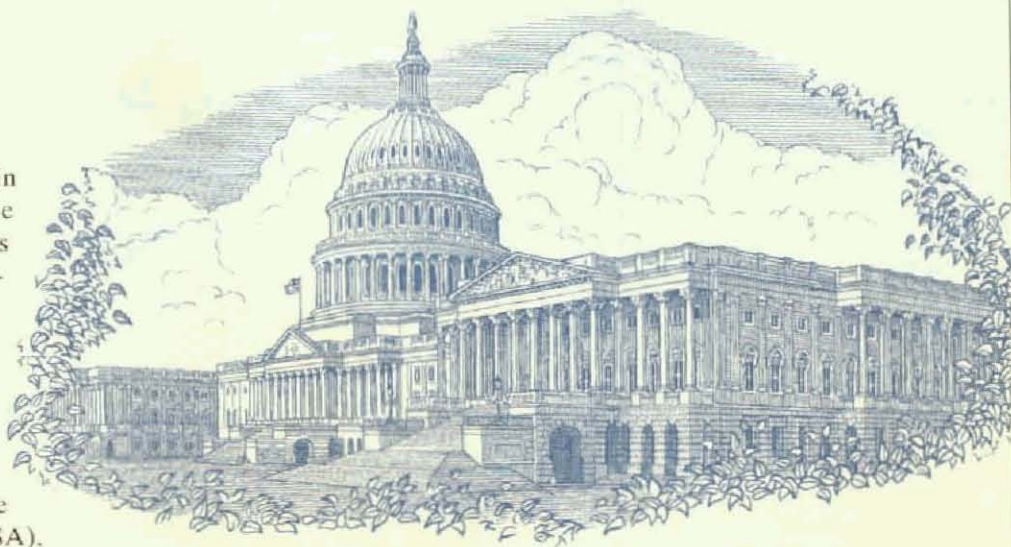




## LEGISLATIVE UPDATE

### Labor Savors Victories In Congress

**T**he labor movement twice in recent weeks stopped the Republican controlled Congress from rolling over worker protections and rights. In two votes in two separate committees, labor's allies in Congress beat back plans to gut protections guaranteed by the Railway Labor Act, the Davis-Bacon Act, the Service Contract Act, the Fair Labor Standards Act (FLSA), and the Walsh-Healy Act.



### Amtrak Reauthorization

As reported by the AFL-CIO, "The House Railroad subcommittee reported the Amtrak reauthorization bill with a provision which overrode existing collective bargaining agreements between Amtrak and unions [including IBEW members] on the subject of contracting out jobs. An amendment in the subcommittee to strike that provision failed on a tie vote. However, when the full Transportation and Infrastructure Committee took up the bill June 14, it voted to remove the subcommittee's [antila-bor] provisions."

### Prison Labor

The AFL-CIO report continues, "During consideration of the Defense authorization bill, an amendment was offered which would have allowed the use of convict labor on military bases, doing jobs which could be performed by paid [union] workers. It would have waived Davis-Bacon, Service Contracts, FLSA, and Walsh-Healy for this purpose. The amendment was defeated June 14." ■



### Stand Up For OSHA

**T**he Occupational Safety and Health Act and the office that enforces the law are under assault by Congress. Workers depend

on the law—and matching state laws—to ensure safe jobsites.

See this month's "Safety and Health Tips" article, "OSHA Reform—1995," (Page 28) for details on the move to dismantle years of safety legislation, and for what union members can do to turn the situation around. ■

### Call Congress For Free

**1-800-962-3524 (House) or 1-800-972-3524 (Senate)**

**T**he AFL-CIO has established a toll-free "800" telephone number for union members to use to call their elected representatives in Washington, D.C. Dial 1-800-962-3524 for your House member or 1-800-972-3524 for your senators. Ask to speak to your member of Congress. Be sure you know his or her name and plan what you want to say before you call. From there, you'll be connected to your representative's or your senator's office in Washington. The call is free.

This fall will see many pitched battles on Capitol Hill. Legislation on a host of labor-related topics will be finalized and voted on, not to mention a likely firestorm over antiworker provisions in appropriations bills. Use this "800" number to let Congress know how you feel about these issues. Let your voice be heard. ■





## LOCAL LINES

### UPDATE ON CONTRACTS

**L.U. 1 (i,em,spa&rts), ST. LOUIS, MO**—On May 31 the membership of Local 1 approved a new three-year construction contract. Included in the agreement are: further definitions of scope of work, increased bonding, codification of work sharing parameters, a monetary penalty for paycheck errors, and increases for job moves and parking (with paid parking for employees at the Clayton and St. Louis International Airport areas now included). Also included was an amalgamation of trust fund language to facilitate early retirement at age 60, and provisional methodology for health and welfare coverage during the optional early period.

Additionally, we settled contracts with: Fixture Manufacturing Companies, Holt Supply, ADT, Frost Supply, A&E Electronics, Sign Erector Contractors, and Jaffe Supply. At this writing, the following contracts were being negotiated: Material Handlers, Convention Center, Metropolitan Sewer District and the Communications Contractors.

It is with regret that we report the following member deaths: Joseph Hagerling, John McKay, Joseph Kelly, Robert Lloyd, George Reilly, Frank Menke, Robert Muesenfechter, Henry Schrader, Harold Simpson, Salvatore Seapace, Andrew Kopenhala, Earl Johnson, Oliver Krause, William Sorrels, Arnold Frerker, David Knapp, Cuemillus Peal, Richard Wolff, Fred Hoven, John Dwyer, Willard Davis, Robert O'Leary, Edgar Yaerber, John Heleine, Ralph Singley, Ray Huelsing, William Eckerkamp, Edward Black, Michael Loddeke, Harry Schmidt, Rose Kempen, Ila Jones, Ed Thalhammer, Eugene Roling, James Shivers, Catherine Boyer, Ralph Will, Charles Wurl, Harold Bayer, Howard Bechler and Emil Alt. Our condolences go out to their families.

ROBERT EGAN, P.S.



Local 5, Pittsburgh, PA, members gather for a photo at the job site of the Western Pennsylvania Hospital East Tower II project: from left, back row, Tim Snyder, Carl Turner, Gus Halvas, Mark Fordyce, Bob Berry and Jeffrey Johnson; front, Ed Hurssen and Tom Eger.

### HOSPITAL CONSTRUCTION PROJECT

**L.U. 5 (i,em,rth,spa,catv&ees), PITTSBURGH, PA**—Our annual family picnic was once again a great success this year. As per custom, the affair was held at Idlewild Park in Ligonier, PA. In honor of our recently retired business manager, Joseph D. Miller, we have changed the name of the picnic to the Local 5 "Denny Miller Family Picnic." As always, a full slate of games and activities was scheduled, along with all the park has to offer our members and their families. Thanks again to the officers, staff and volunteers who made the picnic a winner.

The Western Pennsylvania Hospital East Tower II project will be completed by midsummer. This nine-story brick and precast structure is 165,000 square feet and was built adjacent to the existing hospital. The building will house the following departments: emergency, neonatal, cardiology, inpatient, bone marrow, surgery/gynecology, cardiac, thoracic/ICU, and burn unit.

The electrical contractor, Sargent Electric, employed an average of 25 electricians over the two years required to complete the project. The on-site project manager was Gary Blank. Tom O'Donnell was the general foreman, and the sub-foremen were Andy

Tomko and Jim Gillespie. All IBEW Local 5 members did an outstanding job.

ED HURSEN, P.S.

### HABITAT FOR HUMANITY PROJECT

**L.U. 11 (i,o,rts&spa), LOS ANGELES, CA**—At this writing we are working under an extension of our agreement, as some issues remain unresolved in negotiations. We hope these issues can be resolved quickly and a fair agreement that provides stability for our industry can be reached.

On May 20 we again held a local wide picnic after a ten-year hiatus. Approximately 1,500 of our members and their families enjoyed a beautiful spring day in the park. Highlighting the festivities for most was the pin presentation for 40 or 45 years of service. Sixty-three Brothers were presented service pins by Bus. Mgr. Brian Benefield and Pres. Kim E. Craft. "It was a pleasure and an honor to recognize these Brothers for their contributions and years of service to the union," said Bus. Mgr. Benefield. Special thanks go to Picnic Committee Chair Steve Chisolm, the members of the committee, and all the volunteers who made the picnic possible.

In late June former Pres. Jimmy Carter came to "lend a hand" on a Habitat for Humanity project for those less fortunate than ourselves. Local 11 was there as well, expressing what is in our hearts by using our hands. On one evening alone, over 300 of our members donated their labor to rough in 20 houses. IBFW volunteers returned daily and worked tirelessly, often late into the night. At the end of the week, we delivered not only a house, but a home and the opportunity for a better life to 20 families. Congratulations and thanks to Sister Jane Templin, who coordinated the effort, and to all our Brothers and Sisters who volunteered for this worthwhile project.

MARK AHARA, P.S.



Local 11, Los Angeles, CA, service pin honorees gather for a group photo at the local's picnic held May 20 at El Dorado Regional Park in Long Beach.

### TRADE CLASSIFICATIONS

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





Local 17, Detroit, MI, members proudly march in Labor Day parade.



The Local 51, Springfield, IL, Peoria Unit Fish Fry Committee members pose for a photo.

## LABOR DAY PARADE

L.U. 17 (o,u,lett&catv), DETROIT, MI—At this writing our local was getting ready for another great Labor Day parade and related festivities. Once again, our members will march proudly in honor of this day. Local 17's utilities and contractors are donating many bucket trucks and flatbeds for the annual event.

Our union hall of 24 years has been sold. There will be a five- or six-month transition. You will be informed of our new location when details are completed.

Safety, safety, safety. Ninety-seven percent of all accidents could have been avoided by practicing safety. Insulate and isolate; use your legs when lifting; wash the windows on your vehicle; watch where you step, etc. We all know what we should do, but do we always do it?

Work is still holding steady on our 6-17-A construction agreement, and on our 6-17-B commercial agreement.

We do not have any calls at this time. Our free agreement, 6-17-LCTT, is steady with full employment.

With great regret and sorrow we must report the passing of David "Sobo" Sobocinski, a six-year member and union steward, who was involved in a fatal on-the-job accident. His wife and family are in our prayers. He will be greatly missed.

We are also saddened by the passing of the following retired members: Ernest White Sr., Arthur Herbst, Edward Hyde and John Neil. Eleanor Kalep, a past treasurer of the Local 17 Retirees Club and the wife of retired Bro. Joe Kalep, also passed away recently. Our condolences go out to the families and friends of each of those who have recently passed on. And our sympathy goes out to Bro. Curtis Roddy and family on the death of Bro. Roddy's 8-year-old son Joshua.

Remember: Buy North American, union-made products.

WILLIAM CATALFIO, P.S.

## APPRENTICE PROGRAM'S 50TH YEAR

L.U. 41 (i,se,es,em&spa), BUFFALO, NY—This year marks the 50th anniversary of the Local 41 apprenticeship program. At a banquet held June 2 to honor this year's graduating class, Third District Int. Vice Pres. Edwin D. Hill and NECA Executive Dir. Mike Barry congratulated the new journeymen and -women and urged them to continue to improve their skills through journeyman education. Those in attendance had the honor of witnessing Int.



Pictured are Local 41, Buffalo, NY, fifth-year graduating apprentices.

Vice Pres. Hill present IBEW Int. Pres. Emeritus Charles H. Pillard with an IBEW 55-year pin. Bro. Pillard reminded the graduates to be thankful for the training they have received courtesy of the IBEW and NECA.

Tim Beres was presented the Tony Renzi Award for academic excellence. Shari Hubert, Stan Szarzanowicz and Tim Burns were honored for achieving perfect attendance.

Two longtime JATC instructors, Bill Brown and Joe Klein, were honored for their contributions to the IBEW, Local 41 and the JATC. Both were presented with honorary memberships in the IBEW. Bill Brown announced his retirement as an instructor, having served us for almost 40 years. Thank you, Bro. Brown.

The Journeyman Education Awards Banquet was held June 7 at the Local 41 meeting hall. NECA Trustee Bob Fredericks and Bus. Mgr. Jim Voye congratulated the journeymen on their successful completion of journeyman education courses. Vice Pres. Leo Kogler was the recipient of the Ray Schlemmer Award for his dedication to the journeyman education program.

Executive Board member Rick Ehlers was presented the Melbourne "Pete" Rice Award, which is awarded to the member who best exemplifies unionism and community involvement.

Bob Monaghan, who was involved in a serious car accident several months ago, is recovering and expects to return to work in early September. The benefit held on his behalf was a huge success, thanks to Pete Czaster and Bob Noody, who organized the event.

PETER W. RICE, P.S.

## LOCAL MOURNS BRO. KOHLES

L.U. 43 (i,rts&em), SYRACUSE, NY—Our local union recently mourned the passing of retired Bro. Edward W. Kohles. Ed carved himself a niche in the annals of Local 43 that few people could equal.

He was a loyal IBEW member for



Local 43, Syracuse, NY, retired Bro. Edward W. Kohles, who held numerous offices and served the local well, passed away recently.

over 40 years and at various times had served as: Executive Board chairman, president, vice president, assistant business manager, JATC member and trustee of the Benefit Funds. Along with these duties, he also supervised some of the largest and most complex electrical installations in our area.

Bro. Kohles accomplished more with patience, understanding and a sense of humor than would have been possible with a display of anger or intimidation. In any type of negotiations, when he knew he was right, he had a knack of quietly holding his ground until everyone else came around to his way of thinking. He never made a point by raising his voice or pounding the table. The IBEW and Local 43 have gained much because of the contributions of Bro. Kohles. May he rest in peace.

We extend our sincere condolences to the Kohle family.

BILL LEFANCHECK, P.S.

## UNITY MAKES US STRONG

L.U. 51 (o,u,l,catv,rtb&lett), SPRINGFIELD, IL—The rains and storms have subsided, and the sun is out in the Mid-

west. But the political overcast lingers on for union men and women in Illinois and across the country.

Decatur and Peoria have the dubious distinction as organized labor's war zone. Almost every day we can read and hear how great we are getting along and how the "Contract with America" is progressing in leaps and bounds on our behalf. What is not being talked about much is how the present U.S. Congress, along with the Illinois Legislature and the state governor, are doing away with and/or watering down our rights as union members. The right to organize and exercise our rights as union members have been seriously hampered. We can thank these elected representatives for giving workers the "right-to-work" for less. Ha!

Many of our members have dug deep into their pockets, walked the walk, and talked the talk to help our Brothers and Sisters on the picket line. Our unity is what makes us strong and gives us a foundation to build upon.

On a brighter note, the Peoria unit's annual fish fry was a great success. This outing is another example of our solidarity and our spirit of unionism. It is a time when union Brothers and Sisters gather to break bread and enjoy one another's company. A time to build for tomorrow as well as for today. Thanks to those who served on the committee for all their hard work to make this outing such a success. Without them, it would not have been possible.

The work picture remains stable for our line construction members for the remainder of the year. We hope with AT&T Netcon and with Local 51 being the contact local in Illinois, telephone work will improve. The tree trimming picture remains the same.

Take the time to attend your local union meetings. That is the place where it all begins.

DOMINIC F. RIVARA, P.S.

## UTAH TO HOST 2002 WINTER OLYMPICS

L.U. 57 (o,u,l&lett), SALT LAKE CITY, UT—We are excited about the recent news that Utah will host the Winter Olympics in 2002. This should definitely bring much needed work into our area. Our work picture has been slow but steady during the spring and into the summer months of this year. We have been putting a few linemen out to work on a regular basis, but no major projects are expected soon.

Local 57 held its Fourth Annual





Local 57, Salt Lake City, UT, members participate in the local's Fourth Annual Lineman's rodeo held June 10 at Lagoon Amusement Park.

Lineman's Rodeo on June 10 at Lagoon Amusement Park. Local union members volunteered their time on weekends and after work for over a month to construct the rodeo pole yard. Although it had rained in Utah for the past month, Rodeo day turned out to be a perfect one for the participants, their families and friends to enjoy the festivities. Over 600 people attended the event. After the competition, a barbecue and an awards ceremony were held in the Davis Pavilion at Lagoon. We had 11 teams and 28 apprentices competing this year. The two winning teams and the winning apprentice will now compete in the 12th Annual Lineman's Rodeo in Kansas City on Sept. 23.

At this writing we were looking forward to our annual golf tournament hosted by Local 57. The event was scheduled for Aug. 18 and 19 this year. It has always been a huge success enjoyed by all the participants.

Attend your unit meetings. And remember to work safely, play safely and be safe!

NORMAN R. BROWN, P.S.

## TAKE AN ACTIVE PART!

**L.U. 71 (o,r,tb&lt;t), COLUMBUS, OH**—Summer once again is drawing to a close, and the days are getting shorter. The summer of '95 will be remembered as an extremely wet one in central Ohio.

Our annual picnic at Lake Choctaw was enjoyed by nearly 500 members, their families and friends. Highlights of the event included: horseshoes, tug-of-war, bingo, swimming, boating, music, dancing and plenty of good food.

Our annual golf outing at the Foxfire Golf Club was again successful and enjoyed by all who participated. Joining us for our annual outing were: Fourth District Int. Vice Pres. Paul J. Witte and his wife, Candace Witte, and Fourth District Int. Reps. Doug Cloud and Denny Johanyak.

Bros. James Carmack, Chuck Daniels, Kyle Saddler and Bryan Stage were delegates to the Fourth District Progress meeting held at Canaan Valley Resort in West Virginia. The West Virginia State Assoc. hosted the event and did a wonderful job.

Bros. John Lewis, Dick Dumpert and Dale Martin did an excellent job representing the Asplundh Tree Expert members on the Negotiating Committee covering the Cincinnati Gas and Electric contract. The utility companies across the country have elected to destroy this market and have forced our line clearance members to work for substantially lower wages and reduced benefits.

Construction work in our jurisdiction has slowed down considerably. Several utilities have decided not to contract work of late, due to upcoming deregulations. Work should improve by early 1996.

Bros. Dallas Lucore and Jeff Stewart are congratulated for their salting activities. Our salts, under the direction of organizer Pat Grice, are doing a superb job.

No doubt we all could take a more active role in our local union. Jump start that inner union passion; get involved; participate; and attend your union meetings.

WALLY SICKLES, B.M.

## LOCAL UNION ELECTION HELD

**L.U. 77 (o,u,mt,ltt&t), SEATTLE, WA**—In accordance with the Local 77 bylaws, local union elections were held in June for all unit officers; Executive Board and Examining Board members; and the office of business manager/financial secretary.

Bro. John Horrocks was elected as business manager/financial secretary. All Executive Board members were retained. Examining Board members retained are Byron Rice, Rick Kenny and Ron Gross. New members of that board are Sherman Williams Jr. and Robert Glover.

There are several new unit chairs. We look forward to meeting them at the next unit conference to be held in Wenatchee, WA, on Sept. 30.

REUBEN A. GABLE, P.S.

## BOWLING TOURNAMENT BENEFIT

**L.U. 81 (i), SCRANTON, PA**—Local 81's bowling league held its 13th annual Doubles Bowling Tournament for the benefit of St. Joseph's Children's Center in Scranton. Participating in the tournament were members from Local 81; Local 163, Wilkes-Barre, PA; Local 686, Hazleton, PA; and Local 325, Binghamton, NY.

The tournament's success was due in part to the efforts of Local 81 committee members Gino Arcurie, Lou Wolfe, Toby Joyce and Ken Bartell. Also assisting were Tony Carito and Shawn Matticks.

First-place honors went to Bus. Mgr. Jack Flanagan and Gino Arcurie with a combined score of 1,562. Other winners were Tom Battle Jr., John White, Bill Hardy and Ned Coyle.

A special thanks to all who made donations, especially Local 81; Local 163; Local 81 members Wayne Lucas, Bill Doran, Lou Wolfe and John Kzenovitz; and Local 325 member Jerry Oliver.

Our local has been saddened by the deaths of several members this past

year. Local 81 officers and members extend deepest sympathy to the families of the following members who passed away recently: James McNeerney (who was a 26-year member); John Gallagher (a 42-year member); and John Williams Sr. (a 47-year member). We will always remember their contributions to our local union.

KENNETH BARTELL JR., P.S.



Local 99, Providence, RI, Bus. Mgr. Carmine Gelsomino passed away in May.

## BUS. MGR. GELSOMINO MOURNED

**L.U. 99 (i&govt), PROVIDENCE, RI**—It is with great regret that we report the tragic loss of Bus. Mgr. Carmine Gelsomino, who passed away May 3. He was the business manager of our local for 11 years.

Bro. Gelsomino served us well and fought for the rights of Local 99 members for many years in numerous capacities, including membership on several state boards. He served as: chairman of the Rhode Island Board of Examiners of electricians; former chairman of the state Electrical Subcommittee; a member of the state Building Board Standards Committee; and as a registered lobbyist. His determination and leadership continued the traditions and ideals of the administrations before him in the true IBEW fashion. All the members of the local place their thoughts and hearts with the family of Bro. Gelsomino. Rest in peace, Cam.

Work in the area is slow at this writing, yet we eagerly anticipate the Providence Place Mall and a whole host of

activity on the Toray Plastics complex. These jobs should thin the out-of-work list to some degree.

At this writing we were looking forward to the many summer and fall activities and projects (both social and work related) that give us all an opportunity to get to know our Brothers and Sisters better. I urge everyone to take the time to meet the membership. Without solidarity among the members, we have nothing; but as one huge family, we will be unstoppable in the fight for human rights under the flag of the IBEW.

This Labor Day please stop, if only for a moment, and pay tribute to the men, women and children who sowed the seeds of the harvest that feeds our families, and think of a way you can help continue the tradition. Peace.

JOSEPH L. WALSH JR., P.S.

## BRO. SHEEHAN HONORED

**L.U. 103 (i&cs), BOSTON, MA**—On Saturday, May 20, 650 members and their guests attended a testimonial dinner-dance for former Bus. Mgr. Russell Sheehan, who now has moved on to become the administrator of Local 103's trust funds.

Our master of ceremonies for the night was Leo Purcell. Many guest speakers (representing organized labor and local government) were on hand to pay tribute to Bro. Sheehan. He received several citations and plaques, all well-deserved for his many sacrifices and contributions over the last 28 years on behalf of Local 103 and all of organized labor.

Guest speakers included: Massachusetts AFL-CIO Pres. Joe Faherty; Massachusetts Building Trades Council Pres. Joe Dart; Ernie Richards, president, Boston Chapter of NECA; IBEW Second District Int. Vice Pres. Paul A. Loughran; Bus. Mgr. Paul Ward; Fin. Sec. Rich Gambino; JATC Student Council Pres. Bob Spinalo; and Massachusetts Rep. Jim Brett. Boston City Council Pres. Jim Kelly presented Bro. Sheehan with a proclamation voted by the Boston City Council designating May 20 as "Russell F. Sheehan Day" in the city of Boston.

On June 17 Local 103's 23rd Annual Golf Classic took place at President's Golf Course in Quincy, MA. The weather was perfect, and the outing was a huge success again this year. The first 18 teams teed off at 7 a.m., and



Local 103, Boston, MA, members sport their golf outfits. From left, Bros. Dan O'Sullivan, Mark Zaccari, Brian Lawlor and Jim Devlin.



another 18 teams teed off at 1 p.m. First prize for the morning group went to the team of John MacNeil, Jack Converse, Ed MacNeil and Charlie Bergeron. The afternoon winning team was made up of Paul Carrel, Owen Carrel, Ralph Petto and Dennis Penney. Jim Ferreira won the raffle prize, a complete set of golf clubs. Second prize went to Mike Grasseski of Local 96, Worcester, MA.

Contributions of more than \$5,000 were raised for the benefit of the Brotherhood Fund. Once again, many thanks to the Golf Committee and its chairman, Ed Keough; the business manager's office; the financial secretary's office; and most importantly, the sponsors.

Also, on June 8, a total of 96 electrical and telecommunications apprentices graduated from their five-year programs. Congratulations and good luck to all.

We hope everyone has enjoyed a great summer!

JOSEPH SPINALE, P.S.

## ORGANIZING SUCCESS

**L.U. 125 (o,u&ltt), PORTLAND, OR**—Thanks to the organizing efforts of Bus. Rep. Fred Bilyeu and Bus. Mgr. Bill Miller, we are pleased to have the opportunity to welcome the carpenters at the Bonneville Power Administration (BPA), who have now elected to be represented by IBEW Local 125.

The organizing success at the BPA is in addition to our organizing drive at the Central Electric Cooperative in Redmond, OR. In May, Bus. Rep. Al Stewart and Bus. Mgr. Miller met with several workers employed by the Cooperative. By the early part of June, we had collected an overwhelming majority of "Authorization for Representation" cards. A petition for an election has been filed with the National Labor Relations Board. We believe the employer may be hostile, so it is likely the process will be plagued by unfair labor practices. The potential unit at the Co-op is made up of approximately 27 employees from the physical side of the line department.

At this writing in late June, the proposed BPA contract amendments were being prepared for submission to the membership for their consideration. The BPA is in financial trouble due to current environmental standards that cause the power rates to be much higher than a "normal" utility with the same type of generation. We may be in a "spiral" from which we cannot recover.

Construction work was slowly starting to pick up at press time, but we were not expecting to see any real action until late July or early August.

ELIZABETH H. SHULER, P.S.

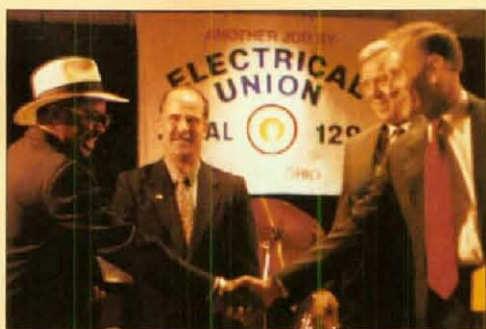
## PROJECTS ON THE BOOKS

**L.U. 129 (i,o&spa), LORAIN, OH**—Work has been good this year, and the outlook is favorable for the remainder of the year and the next. Numerous projects are on the books, including expansions at the Lorain and Avon Lake Ford plants.

Our local's annual dinner dance was

Local 129, Lorain, OH, Bro. Kenneth Redd (left) receives his 20-year watch at the local's annual dinner dance.

Offering their congratulations are: from second left, Pres. Michael D. McGee, Bus. Rep. Kenneth Tunnell and Bus. Mgr./Fin. Sec. Robert A. Fishach.



a success. Years-of-service pins were presented to members, and everyone had a great time. Thanks go out to the Dinner Dance Committee.

COMET classes are ongoing. Bro. Joseph Pavlich is doing a superb job as the local's organizer.

Congratulations to our recent graduating class of apprentices. Let's not forget we were all apprentices once and that assistance in education and maintaining a positive and progressive attitude is important.

It is with regret that we report the death of Bro. Ernest "Doc" Jones. We extend our sincere sympathy to his family.

Remember to attend local union meetings. Be union and buy union!

FRANK STURBLENG, P.S.

## JOB TARGETING SUCCESS

**L.U. 141 (i,o,u&ees), WHEELING, WV**—Construction work in this area remains extremely slow, with over 50 members on our Book I list. Some of our wiremen and apprentices have found work in nearby Ohio locals in Canton, Mansfield, and Steubenville. We are grateful to these locals for their efforts.

Through a combination of job targeting funds and contractor sacrifice, a Sun Television and Appliance store to be built at the Ohio Valley Mall has been wrestled away from the nonunion element. The electrical installation will be done by IBEW members employed by Erb Electric.

Training is continuing in fiber optics, COMET, OSHA safety and other topics. Our apprentice instructors are preparing to attend this year's NJATC National Training Institute in Knoxville, TN.

May was a particularly sorrowful month for us, as three of our Brothers passed away. Retired Bro. Howard "Fuzzy" Klein, a 48-year member,



Local 141, Wheeling, WV, Bro. Carson Cox is pictured working at a recent CONSOL project.

passed away on May 9 at his retirement community in Florida. May 14 marked the passing of retired member Bernard "Pete" Bellville, who was initiated into Local 141 in 1977. On May 29, we were again saddened by the loss of active member Donald Koontz. Bro. Koontz had nearly 40 years of service and had worked at United Electric for many years. Our thoughts and prayers are with the families of each of these men.

TOM CONNER, P.S.

## 5,000 UNIONISTS RALLY

**L.U. 145 (i,o,u,em,rt&spa), ROCK ISLAND, IL**—In May a busload of local union members made the trip to Springfield, IL, to join other unionists in a rally on the steps of the state Capitol. The recent moves by Republican legislators to erase years of progress by the labor movement prompted the gathering of more than 5,000 tradespeople from across the state. We had to let our representatives know that organized labor is still alive in Illinois. We hope our words did not fall on deaf ears. And come next election, we must elect those who will listen to us. We must make ourselves heard at the polls. Register now, and vote in 1996!

Another class of apprentices has just graduated, and we wish them the best of luck as new journeyman wiremen. You graduates don't "have to" attend the union meetings anymore. Now you really "need to" attend.

The Community Service Committee is enjoying a relatively slack summer, but they've earned it. They expect to be very active with local projects again this fall.

Our craftsmanship speaks for itself, but it's always nice when the customer makes an advertisement extolling the benefits of using union electricians. This goes a long way in securing future jobs for our contractors and our members. We've heard it before, and it must be true: We have only one commodity for sale—our workmanship. It has to be the best!

We remember with respect our recently deceased members and send our sympathies to their families. Members who recently passed away are: George Albrecht, James Burke, Kenneth Hill and Richard Rector.

Congratulations to our recent retirees: John Wiersema, David "Skip" Kapolka and Richard Benseberg. We hope you all enjoy your newly found "spare time."

Remember to demand "Made in U.S.A." products and services, and continue to look for the union label.

JOHN FOUNTAIN, P.S.

## UNION SOLIDARITY

**L.U. 153 (i,rt&spa), SOUTH BEND, IN**—The first half of 1995 has been prosperous for Local 153. Work has been abundant, and it looks good for the remainder of the year. Our members have participated in several events displaying union solidarity and dedication.

On the state level, many of our members marched in statewide labor rallies held in both Indianapolis, IN, and Lansing, MI. Issues at stake (including prevailing wage law, OSHA standards and unemployment benefits, to name a few) were brought to the attention of our state government leaders. Mass demonstrations of union pride by thousands of union members made our concerns and demands public.

On the local level, our members and contractors continued their annual support for the Christmas in April housing rehab project. And, thanks to Local 153, the North Liberty Youth Little League now has new lighting for their baseball diamond. Thanks to all who donated their time, skills, material, tools and equipment to make these projects successful.

Local union elections were held in June. At this writing in late June, the July 13 runoff election for the office of business manager/financial secretary had not yet taken place. Newly elected officers include: Pres. Keith Claro, Vice Pres. Stan Miles, Rec. Sec. Sam Stinson and Treas. Sally Szabo. Executive Board members are: Chuck Barany, Mike Compton, Mark DeMeulenaere, Bill Fassler, Tim Newman Jr., Corey Noland and Mark Rupert. Examining Board members are: Bruce Clark, Larry Crawford, Pat Higgins, Gary Roberts and John Wilkerson. Convention delegates are Tom Daffron and Bill Haase III.

Congratulations to our newly elected officers. And thanks to all the officers who served Local 153 in the past three years. Your knowledge and guidance can only enhance the success and productivity of our newly elected officers.

We extend our condolences to the families and friends of Bros. Eugene O'Connor and Kenneth Groth, who passed away recently. May they rest in peace.

SALLY SZABO, P.S.

## CONVENTION CENTER PROJECT

**L.U. 159 (i), MADISON, WI**—Work in Madison is going well, and we have nearly full employment. The big convention center in Madison is getting under way. This multimillion-dollar job will keep many electricians busy for over a year, and also keep all other labor unions in this area busy.

Our local's Retirees Club is getting bigger and better. About 20 retired Brothers are meeting each month for a little lunch and a little shooting the breeze. It's nice to see the retirees getting together to talk about old times and keep in touch.

Local 159 recently held its election of officers. Newly elected are: Bus. Mgr. Joe Strenger, Pres. Tom Riechman, Vice Pres. Steve Bersing, Treas. Jim Rust and Rec. Sec. Dennis Eley. Elected to the Executive Board are: Tom



Corcoran, Paula Dulin, Jerry Miller and Tom Lemens. Elected to the Examining Board are: Billy Harelson, Jerry Meixner and Tim Hasey. Congratulations to each of them. Thanks to Dennis McGinnley for the time he served as president. He did a great job!

Bro. Jerry O'Connor did an excellent job once again at the Stewards Training Class. Every journeyman should take this class every couple of years.

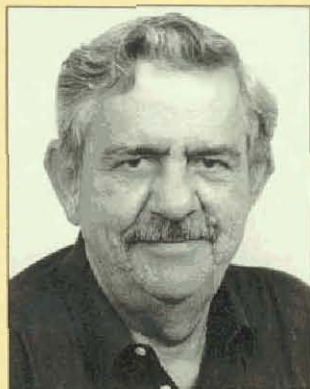
Congratulations to the 11 apprentices who topped out on June 1.

The Davis-Bacon Act is getting to be a very important issue throughout the country. Please write your elected representatives to voice your views on this matter.

It is with regret that we report the recent passing of Bros. Darrel Higgins and Bob Ace. Our sympathies go out to their families.

Remember to be an active union member, and buy only North American made products.

STEVE BERSING, P.S.



Local 165, Chicago, IL, Bro. Ray Kull, who served the local in numerous capacities over the years, passed away May 27.

## BRO. RAY KULL MOURNED

L.U. 165 (t), CHICAGO, IL—Local 165 mourns the death of a dedicated and faithful union man, Bro. Ray Kull, who passed away May 27 at the age of 70. Ray served as a steward from 1948 to 1969, first with former Local 371 and later for Local 165 following the amalgamation. He was elected to the Executive Board in 1969 and served in that position until 1971, when he was elected as vice president. He served as vice president from 1971 to 1990. His other duties included serving as business agent for Local 165 and as co-chair of the Health and Welfare Committee of the National Bell Council. He was elected numerous times as delegate to the IBEW International Convention and to the TCC-1 Telecommunications Conference. As administrator of Union Health Benefits, he assisted hundreds of members solving problems they encountered with health related benefits.

Bro. Kull is survived by his wife, Angie; son, Ray Jr.; daughters, Lynette and Laura; and three grandchildren. All of us here at Local 165 extend our deepest regrets and sympathy to the family of Ray Kull.

The local's annual retirement luncheon was held at the Golden Flame

here in Chicago on May 27. The luncheon is held yearly for newly retired members and their guests. Pres./Bus. Mgr. John F. Cheesman was in attendance to wish all the retirees good health and prosperity for the future. Thanks and best wishes to all our retirees!

DAVID M. RODRIGUEZ, P.S.

## SUPPORT YOUR LOCAL

L.U. 175 (i.o.e.m.e.m.t.u.&lett), CHATTANOOGA, TN—I hope this column finds each of you well and working. On June 5 Local 175 elected the following officers for a three-year term: Bus. Mgr./Fin. Sec. Paul L. Gass, Pres. Dwight L. Wilhoit, Vice Pres. Mark Wheeler, Treas. Bruce Perry and Rec. Sec. John O. "Strawberry" Stegall. Executive Board members are: Charles D. "Bud" Hammontree, J.D. Gass, Roger Woodward, Bruce Cooper, Larry Garner, T.J. Wehant Jr. and Gary M. Watkins. On the Examining Board are: Brian Knight, Alan Plemons, Susie Baker-Durham, Bill Fuller and Robert Knowles. The members also elected eight delegates to the International Convention.

We thank the outgoing officers for their service to the local and congratulate the newly elected officers. We look forward to working with them during this term.

Bus. Mgr. Gass announced several staff appointments. Pres. Wilhoit is the local's chief organizer. Assistants to the business manager are: Barry Key, Bobby Klein, Roger Thompson and Gary M. Watkins. We look forward to working, sharing and learning together. Many hours of hard work lie ahead for each member. Together we can accomplish great feats. Support your local with your suggestions, ideas, attendance and time; but most of all, with your heart.

Remember to look for the "Made in the USA" and union labels on all your purchases. See you at the next meeting.

GARY M. WATKINS, ASST. B.M.

## 'FIGHTING ON ALL FRONTS'

L.U. 177 (i), JACKSONVILLE, FL—On Friday, May 5, the Florida Legislature passed House Bill 2721, which contained an amendment (Section 132 of the bill) that prohibits local government from enacting journeyman licensing requirements as a part of local building codes. This amendment was filed late, without a hearing in the House or Senate, and passed on the last day of the session. H.B. 2721 contained many beneficial measures relating to professional regulations; but the amendment, Section 132, would be a fatal blow to all licensed electricians. This legislation would render our licenses worthless and allow out-of-town contractors to come into our jurisdiction and perform electrical installations with unlicensed, unqualified personnel.

Bus. Mgr. Mike Williams, who also serves as president of the Florida State Building Trades, immediately contacted Gov. Lawton Chiles and asked him to veto this legislation. Bro. Williams

also serves as a state Democratic Party trustee and worked very hard in the governor's election, which allowed him more immediate access to the governor. Gov. Chiles stated in his veto letter of June 16 that he was in favor of H.B. 2721 except for Section 132, "which substantially affected the nature of the state minimum building code. This represents a broad, substantial change that should have been more thoroughly considered in the legislative process. For these reasons, I am withholding my approval of House Bill 2721 and hereby veto the same."

Local 177 is fortunate to have Bus. Mgr. Williams fighting on all fronts to uphold the standard of living for those employed in the electrical industry.

Our local recently held its new-member initiation and welcoming party. It was a "shocking" experience, and everyone enjoyed the boiled shrimp and refreshments afterward.

The local is getting great member participation in its sporting events this year. Local 177 now has a golf association, softball team, scuba dive club, bowling team and bass club. Also available for members are martial arts training and membership in a fitness center.

Boy, it's great to be union.

EDDIE DEDMON, P.S.

## APPRENTICES GRADUATE

L.U. 183 (i&spa), LEXINGTON, KY—Work remains slow in our local, and many members are still out there "on the road." We thank all the locals that have helped our members during these lean times. The list is too long to name all those locals here, but we surely appreciate their help.

Despite a slow economic picture, our business does continue at the local. Our annual picnic is planned for September 30 at the River Property. Local 183 is again participating in the Labor United Way games, which end with a picnic at the Kentucky Horse Park on Labor Day. This year at the games, Local 183 member Vernon Turner was the winner of the billiards tournament held in April. Congratulations, Vern!

At the end of the school year in May, 13 apprentices completed their fifth year of schooling. Congratulations, graduates, and best of luck to each of you. I hope that over the years you will be able to use your knowledge to further your personal careers, and that you will share that knowledge by help-

ing those who follow in your footsteps as new apprentices.

It is with regret that we announce the death of several members since our last writing. John Sharp passed away April 30; Charles Hoskins, June 12; James Stallard, June 13; and Clarence Schneider, June 22. Condolences go out to the family members and friends of these Brothers.

MARY A. MALONE, P.S.

## WORK PICTURE STRONG

L.U. 193 (i.o.u.rts.spa&lett), SPRINGFIELD, IL—The work scene in Local 193 has Book I clear. We have full employment in outside construction, and we anticipate full employment through 1995.

Local 193 extends hearty congratulations to two companies (Best Buy and Circuit City) that recently built new stores in Springfield using 100 percent union labor. As good union members, we will patronize both stores to spend our union wages. Thanks again!

Bill Miller is organizing and continuing to make gains with the unorganized workers in our area. Let's be sure he has our support at all times.

Special recognition and thanks go out to the Picnic Committee and volunteers for making our annual picnic a success.

We hope everyone has had a safe and enjoyable summer.

DON HUDSON, P.S.

## ELECTIONS APPROACHING

L.U. 223 (i.em&govt), BROCKTON, MA—Another summer season has passed. I hope you all had a great summer. Our second annual cookout was held Aug. 19 at the American Legion in Berkley. A menu of barbecue pork and beef, along with hamburgers and hot dogs for the kids, was served. I'm sure all who attended had a good time.

The work picture is on the slow side again, with all the power plants having wound down. As of this writing, the State Siting Council had approved the New Bedford Coal Plant, with Taunton approval expected in August. The Canal Plant gas conversion is still on tap for 1996. Work has begun on laying the lines under the canal. Maybe next year we'll be busy again.

Fall elections are fast approaching.



Local 183, Lexington, KY, five-year apprentices, from left: front row, Chris Mathys, Paul Stevenson, Brad Minix, Kevin Hodges, Mike Ford; back row, Kevin Greene, Matt Kos, Chris Chilton, Vernon Turner, David Phelps and Jeff Rogers. Not pictured: Scott Tingley and Kenny Rollins.



Please get involved where you can, and support your local labor-friendly candidates. If you are called to donate some time, please do so if at all possible. Even though many of us may not like politics, it is extremely important that we have political clout.

See you at the next meeting!

BING BYRNE, P.S.

## NEW MEMBERS SWORN IN

**L.U. 231 (i,u,rtb&spa), SIOUX CITY, IA**—Best wishes to Bros. Robert Ostermann and Chester Mesner on their disability retirements. Bro. Ostermann was initiated into the union Dec. 2, 1959. He worked as a journeyman wireman for various contractors in our area. He retired in November 1994. Bro. Mesner joined the union May 6, 1959, and he retired in October 1994. Bro. Mesner worked as a journeyman lineman for Plymouth Electric Cooperative of LeMars, IA. Good luck to each of them in their retirement.

As a result of our local's organizing efforts, the following new members were sworn in as journeyman wiremen at the June meeting: Bros. David Shupe, Robert Walrod and David Wilder. Congratulations and good luck to our newest union members.

The annual IBEW/Crescent Electric Golf Outing was held May 20. We had a record turnout of 47 golfers this year. First place went to Chuck Carnell and Matt Young. Thanks to Bill Maxon,

elected are as follows: Bus. Mgr. Gerald J. Zell; Pres. Gerald W. Johnson; Vice Pres. Charles Carr; Fin. Sec. Salim Kinan; Treas. Timothy Reed; and Rec. Sec. Nicholas Jankowski. Executive Board members are: John Baird, Jon Kloosterman, Ronald Lepine, Gerald Manzi, Russell Quarantello and Richard Stoneham. On the Examining Board are: Ralph Borelli, Francis Szlachta and James Szlachta. Bus. Mgr. Zell was elected as delegate to the International Convention, and Pres. Johnson as alternate delegate.

The Stag Campout will be held Sept. 22-24 at Allegany State Park, Camp 12.

We ask any Local 237 members who served in the Navy Seabees to contact the union hall. We are preparing a memorial featuring the names of our veterans.

Remember to attend local union meetings held the third Thursday of each month at 8 p.m. at the Elk Lodge, 1805 3rd Ave., town of Niagara.

JAMES TERREBERRY, P.S.

## OUTSIDE WORK PICKING UP

**L.U. 245 (o,u,govt,rtb&lctf), TOLEDO, OH**—Our outside work is picking up with the start of the Cleveland C-10 project. This is a welcome relief, as work on the outside has been very slow.

On the Toledo Edison property, efforts to reduce costs and become more competitive continue. In both the

Don't forget the Labor Day parade on Sept. 4.

School will be starting soon, so watch out for those little ones.

RAY ZYCHOWICZ, PRES.

## WORK FORECAST GOOD

**L.U. 265 (i,mt,rtb&spa), LINCOLN, NE**—At this writing in late June, the spring showers had moved out, and our work picture looked good. We have been fortunate to have travellers working in our jurisdiction, which allows us to thank our sister locals for their help in the past. Work should remain good throughout 1995, with the prudent bidding of jobs by our contractors.

Bus. Mgr. Jim Pelley presided over a meeting for our newly organized members on June 27. Topics of discussion included the history of the IBEW; the IBEW Constitution; our contract agreement and bylaws. A question-and-answer session also took place. This session served to provide important information to our new members, information that many of us now take for granted.

We have a new agreement that seems to be pretty good. Thanks go out to the Negotiating Committee for all their long hours away from their loved ones working to bring our local a higher standard of living and securing jobs with our contractors.

Best wishes to all for a safe and happy Labor Day.

PATRICK VAUGHN, P.S.

## GRADUATION DINNER BANQUET

**L.U. 271 (i,rtb,rtb&spa), WICHITA, KS**—Completion ceremonies for the 1995 graduating class were held at the Airport Ramada Inn in Wichita on Friday, June 2. The dinner banquet was attended by graduates, their families, JATC members and representatives of NECA and the IBEW. The master of ceremonies was JATC Chmn. James Whittit, co-owner of Delta Electric. The new journeymen, listed as follows, are the first graduates of Wichita's five-year program: Donald Boor II, Jerome Flax, Jim Logsdon, Paul Smith and Dennis Travis.

The following graduates were recognized and awarded plaques for their perfect five-year classroom attendance records: Paul Smith, Jim Logsdon and Jerome Flax. Donald Boor II was named as the outstanding electrical

apprentice and presented with the following awards: a plaque, a certificate from the JATC, an engraved watch from the Wichita Chapter of NECA and Local 271, a week's paid vacation, and a new set of hand tools from Klein Tools. The Wichita JATC presented each of the graduates with their certificates. The annual banquet is a way of recognizing the graduates for their success, and we wish them well as they embark upon their careers as journeyman wiremen.

On April 20 the Local 271 Boeing Unit honored Bro. James L. West on the occasion of his retirement. Jim served as chief steward for 13 years. His contributions to the unit and the local are too numerous to mention here, but he is deeply appreciated and will be missed.

The Inside Unit voted to accept their new contract proposal with NECA. The three-year contract is one of the best ones negotiated in recent years. Obviously, the organizing efforts being implemented in this area are starting to pay off.

Local 271 volunteered to provide the labor to wire several homes for low-income families as part of a Habitat for Humanity project sponsored in our area in July. Thanks to all the participants for their contributions toward this worthwhile community service.

Thanks to JATC training director William E. McGinnis for providing information for this article regarding the JATC graduation ceremonies.

DAVID WOODARD, P.S.

## FIBER-OPTIC COURSE

**L.U. 291 (i,o,rtb&rtb), BOISE, ID**—Our local recently held its election of officers. Newly elected for a three-year term are: Bus. Mgr. Benny Antunes, Pres. Dave Barr, Vice Pres. Greg Oyama, Treas. Dave Tolan and Rec. Sec. Duane Heinrichs. Executive Board members are: Bruce Hamilton, Brad Hoots, Sid McGuire and Dennis Paul. Examining Board members are: Emil Makinen, Dave McDonald and Neil Ramsey. Congratulations to all!

Congratulations to Bro. Dwaine Srand on his retirement following 37 years of service. His first card came from Local 731, International Falls, MN. Dwaine decided to wear a suit to work in celebration of his last day on the job at Food Services of America for Leah Electric. As a retirement present, Dwaine's coworkers, Leah Electric and Bus. Mgr. Antunes gave him the gift of a cruise of his choice. We



The Local 231, Sioux City, IA, third-year apprentice class [joined by instructor Duane Wanamaker, second from right] gathers for a photo: from left, Lonnie Kneiff, Bob Lee III, David Hobbs, Jeffrey Goergen, John Jager Jr. and Karel Walters.

Jerry Grimsley, Tom Prince and everyone who helped make this outing a success.

Congratulations also go out to Bro. Christopher L. Kollbaum. He completed his fifth year of apprenticeship and turned out May 12.

The following first-year apprentices were selected in May: Robert Dandurand, Michael Hope, John Visvikis, Todd Schweiger, Shaun Smith, Jason Bowman, Shawn Winter, Michael Bennett, Dean Sampson, James Peterson and James Neilsen. Good luck to each of them.

DEBBY SPENCER, P.S.

## VETERANS MEMORIAL PLANNED

**L.U. 237 (i), NIAGARA FALLS, NY**—Our local held its election of officers at the June 15 meeting. Officers

Nuclear and Fossil Generating Stations, management continues to talk to consultants to determine proper manning levels. On the T&D side, they're just trying to make do with what they have.

On the negotiations front, I am happy to report that our members have ratified a new contract with WGTE, Channel 30. On the other hand, tentative agreements with WTVG, Channel 13, and Asplundh were rejected. At this writing, we were back at the table with them.

At press time, preliminary talks had begun with WNWO, Channel 24. That contract expires this fall. Both Channel 24 and Channel 13 are preparing for changes that will take place when their respective affiliations change. Channel 24 will become an NBC affiliate, while Channel 13 will become an ABC affiliate. This all comes about because of the purchase of Channel 13, our NBC affiliate, by Capital Cities/ABC Inc.

At this writing we were completing plans for Local 245's annual family picnic scheduled for Aug. 12.



The Local 271, Wichita, KA, graduating apprentices gather for a photo. Shown from left are: Paul Smith, Jerome Flax, Jim Logsdon, Dennis Travis and Donald Boor II.





Local 291, Boise, ID, Bus. Mgr. Benny Antunes (left) congratulates Bro. Dwaine Strand on his retirement.

wish Dwaine and his wife a great retirement.

On April 29 Training Dir. Don Ivory scheduled a class on fiber optics. The class, instructed by Ed Cope with Light-Beam, was an excellent one. Several of our electrical companies sponsored a journeyman to attend the class. A total of 15 journeymen attended the course, which offered nine hours of intense theory, and hands-on skills application. This type of training is invaluable for our members and helps us secure our market. Demand for such skilled labor is increasing across the country.

DEBRA BURNS, P.S.

## ORGANIZING CAMPAIGN

**L.U. 295 (i.o.u.rtb.rts.em&spa), LITTLE ROCK, AR**—At this writing in late June, work was slow; but we had two jobs breaking ground, plus a refueling outage coming up in September at the Arkansas Nuclear One Plant at Russellville.

Our local union election was held June 1. Congratulations to our newly elected officers, and best wishes for the three-year term ahead. I know all the members who ran for office are good IBEW members. All of them have the well-being of our local and its members at heart, and I commend them for their efforts.

I ask all local union members to offer our organizer, Dan McAlister, their support and above all their help with our organizing campaign. Our future as a local depends on it. Please get involved.

Our retired members, with the help of Bus. Mgr. Jim Denton, recently started a Retirees Club. It has been very successful, with a good turnout at meetings. The group meets the second Wednesday of every month at the union hall. All retired members are encouraged to bring their spouses and attend the next Retirees Club meeting.

The following Brothers are on our sick and injured list: Bobby Cortese, Don McIver, Chuck Smith and Carl Rodgers; and retirees Earl Ridgeway, Gerald Williams and James Rudolph. We wish each of them a speedy recovery.

I look forward to seeing you at our next union meeting!

DICK MELTON, ASST. B.M.

## TRAINING DIRECTOR APPOINTED

**L.U. 305 (i&spa), FORT WAYNE, IN**—Local 305 is pleased to announce the appointment of Paul Nicola as JATC training director. Paul was initiated into our local in 1952 and has been a member in good standing for 43 years. He served as our president for three years; as Executive Board member for 14 years; and on the Entertainment and Education Committee for 13 years. He was an apprenticeship teacher for 27 years.

So, being of service to the local is nothing new to Paul. He has taken the bull by the horns and started a complete transformation of apprenticeship and journeyman update programs. He has applied for and received several thousand dollars worth of grants for continuing education classes, such as fiber optics and programmable controllers. Because of the size of our local and the rate of unemployment in our jurisdiction over the last several years, this is the only way we could have acquired the equipment for hands-on instruction. He also has gotten private industry involved by getting companies to sponsor seminars on the use and installation of their products. He has gone far and above the call of duty in this position, and the members of Local 305 thank him for his help in getting us the training we need and deserve to survive in this industry. Thanks, Paul.

On May 1 the following local union officers were elected to office: Bus. Mgr. Marv Foote, Pres. Joe Langmeyer, Vice Pres. Darrell Sade, Rec. Sec. Brian Kershner, and Treas. Tim Geary. Executive Board members are: Danny Adams, Mike Geary, Russ McCann, Brian Nicola and Arnold Scruggs. Examining Board members are: Bruce Andrews, Terry Carter, Joe McDougall, Tom Moring, Jaime Renninger.

Joe Langmeyer is the second delegate to the International Convention; Russ McCann is the first alternate to the convention; and Mike Geary is the second alternate to the convention. Mike Closson Sr. was appointed as assistant business manager.

Congratulations to all the elected officers. And thanks to the people who ran for office but didn't get elected. Your interest shows your commitment and involvement in the local, and that's what we need, more involvement.

BRIAN KERSHNER, R.S.



Pictured is Local 305, Fort Wayne, IN, JATC Training Dir. Paul Nicola.

## RALLY AT STATE CAPITOL

**L.U. 309 (i.o.u.rts.spa&lcft), COL-LINSVILLE, IL**—At this writing in June, work in our jurisdiction is still very good, with many travelers working. Our market recovery and target program continues to be successful, and our efforts to organize the unorganized are ongoing.

Congratulations to Bro. Don Hasty's daughter Val, who was the sole recipient of a \$1,000 scholarship from the Madison County Building Trades. Her essay on a labor-related topic concerning strikes and lockouts was great.

Bro. Dean Heflin has decided to step down as the vice president of our local due to his recent retirement. We all wish Dean the best of times and thank him for his contributions to the local. Bro. Greg Wunder has been appointed as our new vice president.

In May over 8,000 union workers rallied at the state Capitol in Springfield, IL, to let the Republican senators and representatives know our concerns regarding the recent introduction of legislation that attacks workers' compensation and the prevailing wage laws. We had a large turnout for the rally, and it is hoped we turned some heads.

Asst. Bus. Agent Dave Force, administrator of our Health and Welfare Plan, continues to fine-tune our health plan and is working on a building trades Preferred Provider Option, which will save us money by eliminating the middleman.

I would like to thank the IBEW Founders Scholarship Selection Committee for giving me the chance to further my education and help the IBEW. I will do my best to fulfill this great honor. See you at the next union meeting.

MICHAEL RAY DILLIER, PRES.

## TRAINING CONTINUES

**L.U. 347 (i.em.mt.rtb.rts&spa), DES MOINES, IA**—Our members were well-represented at the Eleventh District Progress Meeting in Lincoln, NB, this year. Attending were: Bus. Mgr./Fin. Sec. Ron Belcher; Pres. Kevin Clark; and Executive Board members Garry Granberg, Pat Harrison, Ron Lorenz, Jeff Rose and Mike Schweiger. As in prior years, all came back with the feeling the meeting was time well-spent.

Elections this year produced a new roster of officers and Board members for the general membership; and eight of our units elected new unit chairs. We wish them all success.

Our softball team had a winning season, leading the league and successfully competing in the tournament. Good playing, guys!

Contract negotiations, at this writing, were in progress with our Register Unit, Bridgestone/Firestone, Keystone Manufacturing, and our local school district employees.

During the 1994-'95 year, 94 percent of the members working under the Inside Contract took at least eight hours of training. We feel this continued upgrading of skills will serve to assure that our work force maintains the traditional quality expected of us.

Two of our members had the responsibility of co-chairing our "Solidarity Fest '95" over the Labor Day holiday. Bro. Clint Bailey has been Fest chair since 1993, and this year Sister Vickie Salyers was "chair in training." In addition to sponsoring a float for the parade, our members staffed a booth during the festivities and handed out to the general public mementos and promotional material on the IBEW and our apprenticeship program.

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

## DAD'S DAY CAMPAIGN

**L.U. 349 (i.u.mps.em.rtb&spa), MIAMI, FL**—Our members recently participated in the Dollars Against Diabetes (DAD's Day) fund-raiser. Rain and a short traffic light hampered the north end's efforts; but with the help of all the Brothers and Sisters at both the north and south end of the county, Local 349 electricians collected \$1,300 for the drive.

Asst. Bus. Mgr. Rocco Simpson could use some help salting jobs. Also, there is a need for members to walk picket when asked. A show of force is more effective than picketing. In terms of organizing, it would be helpful if the South Florida Chapter of NECA could organize the nonunion shops in their organization.

At this writing our work picture looks good, and we have a lot of travelers working here. At this writing, no one had yet gotten the Santa Maria project.

Remember to attend your union meetings. We have plenty of seats, so come on down and join us. That way, you don't have to ask someone else what happened at the meeting. It's your local, too!

FRANK B. ALBURY III, P.S.

## CANADA DAY CELEBRATION

**L.U. 353 (i.n.as&c), TORONTO, ON**—At this writing in late June, we were looking forward to our fourth annual Canada Day Celebration scheduled for July 1 at our new union hall and training centre. In previous years, we have had an excellent turnout of Brothers and Sisters along with their families.

We still are experiencing very high unemployment and would like to thank all our sister locals who have supplied work to our unemployed members. If any locals have a need for travellers, we would appreciate a call.

BOB GILL, P.S.

## BROTHERS MOURNED

**L.U. 359 (u), MIAMI, FL**—It is with deep regret that we report the passing of Bro. William "Jake" Jacobs. Jake, who retired in 1993, was the treasurer of our local for over 30 years. Even after his retirement, he continued to be active in the local, attending meetings and helping in the office almost daily. The union was very important to Jake, but not as important as Jake was to the union. Our sincere sympathy and condolences go out to his wife, Marilyn,



and his family. We all miss him very much.

On the same day Jake had his heart attack, Bro. Keith Kelgey suffered a "primary contact" and was killed instantly. Apparently he was not wearing insulated rubber gloves or other personal protective equipment. We have been deeply saddened by this tragic accident. We have lost a Brother, and more importantly, a family is devastated and children are fatherless. Our sincere sympathy goes out to the Kelgey family.

Brothers and Sisters, we all must learn from this tragedy and remember to always work the job safely. No matter how rushed we are, no matter what is going on in our lives, we must take the time to think about what we are doing and make sure we do it safely. No job is so important or rushed that we must take shortcuts that could harm us. No matter what the crew makeup is or what the job circumstances are, we must work safely to protect ourselves.

Our sixth annual fishing tournament, while smaller than in years past, was a great success. First place went to Pres. Ken Sims and Asst. Bus. Mgr. Brian Thompson with a 37-pounder. Second place went to Buddy Cracy of Printing Pressmen 207, third place to Local 359 member Larry Lassiter; fourth place to Local 359 member George Robinson; and fifth place to David Matovich of IBEW Local 349, Miami, FL. A big thanks goes out to Tournament Committee members Larry Lassiter and George Robinson, both of whom put in a great deal of time and effort to insure the tournament's success.

Until next time, please work it safely.

TERRY L. KAMMER, P.S.

## CLAMBAKE SEPTEMBER 16

**L.U. 363 (i,u,t,em,catv,govt&ws), NEW CITY, NY**—Our annual golf outing was held June 17 at the Lochmor Golf Course in South Fallsburg, NY. An overwhelming turnout resulted in an outstanding day of fun and merriment. The day ended with a fish and steak dinner. This year's outing has provided us with lots of great memories.

The local has been holding journeyman education classes in the areas of hazardous materials, lead awareness and CPR. The turnout has been OK, but we would like to see more members attend. It is very important to take these classes. Without them you cannot be certified in these specialty fields, and not being certified can keep you off certain jobs. So, to insure your future employment, call and sign up for these classes when they are offered.

This year's clambake will be held Sept. 16 at the German Masonic Home in Tappan, NY. Tickets are \$30 per person. The day begins with breakfast, goes into lunch and concludes with dinner. For recreation, the traditional games will be offered. Get your reservations early.

GINA SLAGLE, P.S.

## LOCAL UNION ELECTION

**L.U. 401 (i,o,rts,c&st), RENO, NV**—By the time you read this article in the

September issue, our members will have elected a business manager/financial secretary and a president in a runoff election. None of the candidates for these two offices received the required 51 percent of the vote in the earlier local union election. A runoff election had been scheduled, but had not yet taken place, at the time of this writing. Frank "Grubby" Grunstead and Jerry David were the candidates in the runoff election for business manager/financial secretary. The runoff candidates for president were Ed Miller and Jim Freeman.

Other newly elected officers are: Vice Pres. Ralph Deshazer, Treas. Frank Wright and Rec. Sec. Ray Taft. Elected to the Executive Board are: Mark Devenenzi, Chris Jensen, Doug Olson, Pat Rodriguez and Robert Wolf. Elected to the Examining Board are: Cecil Arnold, Alan Darney, Ralph Doucette, Joe Ganser, Marc Ladouceur. Elected as delegates to the International Convention are Jerry David and Frank Grunstead.

At this writing the Silver Legacy ("Project C") was winding down, and most of the travelers were hitting the road again. Local 401 thanks these travelers for filling the void. It was a good two years. The following contractors hired most of the IBEW members on this project: Fisk Electric, Hansen Electric, Rodan Electric, Sturgeon Electric, Brayer Electric, Bash Lighting and IES Electronics. With no big work breaking ground, it would be wise for travelers to call first.

We were saddened by the recent deaths of the following members: Henry R. "Red" Rowland, Bill Hill, Ronald "Red" Grunstead and Mose "Mo" Pinkston. Our condolences go out to their families.

Our contract agreement expires Nov. 30. Ninety days prior to this date, we will have sent opening letters.

ROBERT C. RUSCHE, P.S.

## WELCOME TO NEW MEMBERS

**L.U. 405 (i,spa,rtb&em), CEDAR RAPIDS, IA**—At this writing summer had just begun, and we had 31 members on Book I! We hope work will pick up soon.

Congratulations to all our recent apprentice graduates, listed as follows:

- Journeyman wiremen based in Cedar Rapids — Mark Angerer, Scott Bowser, Dan Daily, Eric Durr, Lyle Ehrenberger, Mike Hepker, Ken Miller, Tom Slabough, Doug Yates and Rick Young.
- Journeyman wiremen based in Iowa City — Dan Davis, Bob Stoddard and Martin Williams.
- Residential wiremen based in Cedar Rapids — William Warner, Cass Durgin, Adam Fett, Kevin Groves and Robert Konigsmark.

It is always sad to report the loss of a member. Bro. Terry Robbins passed away on April 14 as a result of a fire in his home. I knew this young man since he was a little boy. Terry is sadly missed by all who knew him. Our deepest sympathy goes out to the Robbins family.

Welcome to the new members of Local 405: Mark Kromminga, Greg

Henecke, Gary Sandt, Tim Lennon, Craig Westfall, Brian Henning, Brian Huelsenbeck and Bob Peterson. We hope each of you will be actively involved in the local.

Remember, it is always important for us to be informed about candidates for public office. When any public election comes up, study the candidates to find out which ones are friends of working-people and vote accordingly.

Hang together or hang separately.

CLIFFORD HIGGINS, P.S.

## ATTEND UPGRADE CLASSES

**L.U. 415 (i,u,c&govt), CHEYENNE, WY**—Work continues to improve in the jurisdiction. Our contractors are doing everything they can to secure the jobs that are available for bidding. However, some owners (such as Echostar, a company that manufactures high-tech satellite dishes) chose to give their work to out-of-state nonunion



Pictured are graduating apprentices from Local 415, Cheyenne, WY, and Local 322, Casper, WY, at graduation ceremonies in Cheyenne.

contractors without benefit of the bidding process. We need to continue to be able to supply the best-trained and best-qualified journeymen and apprentices in the industry. This can only happen when we attend all of the available upgrading classes for journeymen and continue to teach our apprentices the work habits that we know will make our employers confident, profitable and competitive.

We also are making an effort to organize and educate the unorganized electricians in our area.

Our local is performing a service to the community by adopting a main thoroughfare in Cheyenne for litter control. We also are involved with Habitat for Humanity, and Bus. Mgr. Bob Mayhew is heading up the electrical part of the project. Several Local 415 members regularly donate blood to our local Blood Services. We hope all these projects help to show our neighbors that we are a truly vital part of our community.

Following is an excerpt taken from the Local 415 minutes as recorded in 1925: "The minutes of the Executive Board report that the committee on agreements notified the local that all contractors have signed the agreement and the scale is now \$8.00 per day. Local 415 voted to give C.H. Simpson (founder of Simpson Electric in Cheyenne and a member of Local 415) a box of cigars for letting the local use his shop for a meeting hall."

LLOYD W. OSBORN, P.S.

## MEMBERSHIP ON THE INCREASE

**L.U. 453 (i,rtb,rts,spa&govt), SPRINGFIELD, MO**—Growing pains. Through our extensive organizing efforts in the past couple of years, our eyes here in Local 453 are being opened to the need for greater commitment to our training programs. The growth of our membership necessitates increased financial commitment, as well as the allotment of more time and participation for training purposes.

Since 1991 our apprentice membership has tripled. In terms of instructors, we have gone from two part-time positions to a full-time training director (who teaches journeymen and apprentices four nights a week) and two part-time instructors (each of whom teach three classes a week). Also, a new 6,000-square-foot training center is planned to accommodate our growth.

Instruction is being offered not only in the city of Springfield, but also in other areas of our jurisdiction. The

training is directed toward educating our new members, as well as helping our established membership sharpen their skills. The past several months have been directed to preparation for the Block Certification exam. Springfield and many cities across the country are using this test to help ensure that electrical work is done by qualified workers. A majority of our students passed the latest exam, with many taking the exam for the first time.

We hope our membership and the IBEW-NJATC continue to strive to put skilled craftsmen in the work force. Remember, you are never too old to learn. Your faithful support of the union cause will ensure its success.

SCOTT ARNER, P.S.

## OFFICERS ELECTED

**L.U. 459 (u,em,ees&so), JOHNS-TOWN, PA**—Our local recently elected the following officers: Bus. Mgr./Fin. Sec. Joseph Sanna (also elected as a delegate to the International Convention); Pres. Michael D. Welsh (delegate to the International Convention); Vice. Pres. Donald Hoak; Rec. Sec. Dennis J. Mullen; and Treas. Vera M. Russell. Elected to the Executive Board are: James Mitchell, John Young, James Steele, Timothy Fitzpatrick, Denis Graves. Elected as Executive Board members at-large are: Robert L. Ashbaugh, Roger D. Gates, Bruce A. Hodan and Ronald Itell. At-large dele-



gates to the International Convention are: Melvin D. Woodring, Vera M. Russell, Robert L. Ashbaugh, Donald Hoak, Chauncey Smith and Garry Shirey.

Going through an election is always a hectic process. This election required extra effort, as it was our first since the amalgamation of three locals into one, Local 459. We thank the Election Committee for all the time they devoted to make this election happen in an orderly and precise manner. Barry Tompkins was the judge of elections. Election tellers were as follows: Greg Thieman (Erie); Rick Ackley (Warren); Joseph Kilmer (Clearfield); Vaughn Hoyt (Towanda); Robert Hanley (Johnstown); and Dennis Hancock (Bradford).

Congratulations and welcome to our new officers, board members and delegates. We look forward to working with them. We also thank the outgoing officers and board members for their dedication and service to the local. We wish Francis Matten good luck in his retirement and extend our thanks for all his years of loyal service to the local. We know we'll be seeing Frannie at the local union meetings.

It's important to be an active part of your local union. The best way to do that is not only to attend meetings, but also to make your voice heard. One way to do that is to cast a ballot. If you are happy with the way things are going, you have an obligation to let the leadership know by voting for them, not by withholding your vote. And the same is true if you are dissatisfied; by declining to vote, you lose your voice in the union. So, remember: Be an active participant in helping shape our local union.

VERA M. RUSSELL, P.S.

## ORGANIZING CAMPAIGN

**L.U. 481 (I.e.m.s.p.a.r.t.s.m.t.e.e.s&s), INDIANAPOLIS, IN**—Congratulations to the newest journeyman Brothers and Sisters who completed their test on June 10. They are: Joseph Allison, Mark Amick, Brian Baker, Brian Burgess, Mark Campbell, Kenneth Campbell, James Cave, Shawn Christ, Anthony Church, Garret Coner, Mark Cross, Randall Davis, Robert Drake, Douglas Emerson, Richard Fisher, John Green, Martin Grider, Anthony Gwaltney, Gregory Harvey, Darrin Hays, Bobby Hubbard, Scott Keith, David Kessler Jr., Craig Lynch, Steven Mallory, James McDonald, Timothy McGraw, Jason

McKeeman, Joseph Mellado, Stephen Menser, Nathan Mills, Charles Morrison, Edwin Newell, Ken Oskins, James Pauley, Robert Phillips, Deborah Pickel, David Prickett, Mark Reese, Clinton Reese, Randy Riley, Michael Rowe, Robert Saffel, Kenneth Scurlock, Jeffrey Seeley, Leonard Sexson, John Stevens, Joseph Stratman Jr., James Swank, John Tetlow, Deanna Thompson, Thomas Whyde, Jules Wieseman and Alan Wycoff.

Bus. Rep. Sean J. Seyferth has made a great effort in Local 481's organizing campaign against C.R. Electric. To date the local has organized 18 of the original 28 employees with C. R. Electric. Nine of those 18 were either foremen or service truck drivers, and two of them had their masters license. Keep up the good work, Bro. Seyferth.

The work in our local's jurisdiction has been good so far this year. A lot of our work has been in downtown Indianapolis. The new Circle Centre Mall is scheduled for a grand opening in September. The mall is being built with a union only project and tenant finish agreement. This contract has given Local 481 and our fellow building tradesmen a lot of good work hours.

Many of our members have been out enjoying summer activities—softball, golf, fishing, etc. So in the spirit of summer fun and Brotherhood, a dozen or so of our members have gotten together to form an IBEW motorcycle club. A few short rides have been made already, and it is hoped the club will ride in this year's Labor Day parade. I hope everyone has had an enjoyable summer.

JOHN W. EVANS, P.S.

## ORGANIZING SUCCESSES

**L.U. 557 (I.r.t.s&spa), SAGINAW, MI**—These are busy times for our local. Telephone negotiations have resulted in a contract. The inside wiremen's agreement was hammered out, resulting in a three-year pact featuring inflation-resisting wage increases.

Much of our previous leadership was retained in recent local union elections, and we have a few new faces. Newly elected officers are: Bus. Mgr./Fin. Sec. Gibson Foster, Pres. Daniel W. Combs, Vice Pres. Charles J. Gricar, Treas. Dale A. Walls and Rec. Sec. Karl H. Payk. Members elected to the Executive Board are: Mark K. Krieger, John Ruppel III, David H. Small, Andrew A. Smith, Maynard G. Whitman and Thomas B. Winchell. Elected to the



Pictured are Local 557, Saginaw, MI, members on a project at the Aledia E. Lutz Veterans' Administration Hospital: from left, Bob MacGregor, John Lazzaro, Dave Small and Andy Smith.

Examining Board are: George Dryer Jr., Jeffrey W. Gibson and James R. Neuhaus. Gilson Foster is our convention delegate, and Daniel W. Combs is the alternate delegate. Congratulations to one and all.

Months of maneuvering has brought new members from Necterlein Electric into the fold. This contractor is finding that his key people prefer the benefits of union membership. Also thanks to organizing efforts, Gary Hamilton has joined the local, bringing Reliable Electric into our contract. By being competitive, we have contractors eager to bid jobs, and contracts are achieved. This is the challenge of the new Executive Board, to maintain and expand these successful efforts.

A new apprentice class is under way. Let's all be sure to welcome our new students and encourage them. The job they do in the next five years reflects our ability to pass the torch.

We are grieved by the deaths of Charlie O'Conner, a 42-year member who retired in 1991, and Terry Mitchell, who was a member since 1975. Bro. Mitchell had fought a battle against leukemia for several years. Our prayers and deepest sympathies are with the families of these Brothers.

JOHN E. CLEMENS, P.S.

## GRADUATION CEREMONY

**L.U. 569 (I.o.r.t.s.p.a.m.t.mar.e.e.s&e.s), SAN DIEGO, CA**—The 1995 JATC Graduation and Awards Ceremony was the most successful in recent history. Some 230 people were on hand to see 29 graduates of our five-year apprentice program receive their journeyman wireman credentials. NJATC Exec. Dir. A.J. Pearson gave an excellent keynote address and presented NJATC certificates to the graduates.

Lorenzo Burton, who graduated with high academic honors and missed only

one class in five years, received the Apprentice of the Year Award. Graduating with honors were: Charles German, Richard Hasson, Sonny Laird, Olli Nikander and Jeff Sass. The following graduates received Five-Year Perfect Attendance Awards: Marc Fox, Chris Parkllan, P.J. Panebianco and Norman Wilson.

Bus. Mgr. Tom Pridemore and NECA Chapter Mgr. Ron Cooper received awards of appreciation for serving five years on the San Diego JATC, and Michael Sparks (Morrow-Meadows) received an award of appreciation for serving 10 years on the San Diego JATC.

Bro. Wilmer "Sam" Bass received awards of appreciation from both the state of California and the JATC for his 15 years of service as San Diego JATC assistant training director, a position from which he has retired. P.J. Panebianco was awarded for serving the past year as class representative on the committee.

Two of the highlights of the evening were a magician and a professionally moderated video show, which did a good job of promoting our program to the public officials in attendance and explaining it to the many family members and friends of the Brothers. The JATC staff (Jim Westfall, Barbara Flowers, Joyce Poblete and Claire Bennett) outdid themselves again in making the ceremony and dinner a "class act" for the industry. IBEW members serving on this critical industry trust/committee are: Jim Aylsworth, Al Shur, Steve Steppe, Kris Hartnett and Tom Pridemore.

Congratulations to the 1995 graduates. Lorenzo Burton, James Ceipis, Mario Concha, Bill Feeler, Marc Fox, Charles German, Kevin Gorman, Richard Hasson, Raymond Jones, Edward Joseph, Joseph Kozar, Sonny Laird, Paul Livingston, Jaime Leon, Gary Mulhern, Phillip Myers, Olli Nikander, Rory O'Connor, P.J. Panebianco, Christopher Parkllan, Eric Pike, Rafael Rodriguez, Anthony Sara-



Local 481, Indianapolis, IN, members have worked on the new Circle Centre Mall (pictured here), a 100 percent union project. The mall is scheduled for a grand opening in September.



Pictured are some of the members of the Local 569, San Diego, CA, JATC apprenticeship graduating class of 1995.



cho, Jeff Sass, Aaron Scott, Kevin Stoltenberg, Ken Villarubia, Mark Wilkerson and Norman Wilson.

JOE HEISLER JR., P.S.

## CONGRATULATIONS TO GRADUATES

**L.U. 611 (i.o.u.t.catv.lctt.spa&es), ALBUQUERQUE, NM**—For the first time in two years, the local will be graduating inside apprentices. The new journeyman wiremen are: Todd Becenti, Lloyd Beebe, Gary Boyd, Larry Etsitty, Joseph Gurule, Charles Humiston, Kenneth Madrid, Andrew Meek, Florencio Romero, Matthew Sisneros, Albert Smith, Michael Vigil and Nestor Arceo. Lloyd Beebe was this year's outstanding apprentice. Also advancing to journeyman this year were the following apprentice linemen: Steve Lynch, Darryl Bierkamp, Leo Begaye and Jeff Sires. Leo Begaye was named as this year's outstanding apprentice lineman. Congratulations to each of them!

At a recent special meeting, members voted in a new classification designated as "Journeyman Data Technician." Let's hope this change benefits us all.

Our annuity didn't do so hot in 1994; but for the first quarter of 1995, it is way up. We hope the trend will continue.

The local is still at full employment, and we have a new signatory contractor. Rockhill signed a few months ago and already has called for members off the books.

The local is striving to work out a sustaining work agreement with Central New Mexico Chapter NECA. If all goes well, this agreement could keep 40 to 100 men employed full-time.

Paul Stevens is doing fine after the unfortunate burning of his home. Rosendin employees collected money and clothes for Paul. Thanks to everyone who donated on Paul's behalf.

Local 611 extends condolences to the families and friends of the following members who have passed away recently: Jesse Aquino, Clyde Townsend, Paul Bruce, Joseph Lopez, Merced Trujillo, Ivy L. Scott, Henry Trujillo, Ralph McDonald, James D. Humphrey and John M. Hill.

DARRELL J. BLAIR, P.S.

## FULL EMPLOYMENT

**L.U. 613 (i.o.em.rts&spa), ATLANTA, GA**—Our work situation is the best we've experienced in recent years. The Ford and General Motors retooling projects have enabled us to reach full employment. With the Olympics work, and other work associated with the Olympics, we hope to have few periods of unemployment for the next year.

Our organizing efforts are still going strong. Bus. Mgr. Ron Napy has held meaningful discussions with some of the larger open-shop contractors about the possibility of signing an agreement. We wish him success in these endeavors.

We are witnessing a major attack in the U.S. Congress on the working people of America. The working conditions and benefits we have gained through years of good-faith collective bargaining are being threatened. The agenda appears to be motivated solely

by greed. The tendency seems to be to put a price on everything except the health, safety, integrity and family concerns of the American worker. It seems the new majority in Congress knows the price of everything, but the value of nothing. While we also appreciate that business must make a profit to survive, there is a genuine difference between a fair profit and out-and-out greed.

The 1995 elections will be critical in deciding the direction our nation goes for decades. We must stop the erosion of workplace safety laws, the threat to public education, the threat of taxation of negotiated benefits, the return of sweatshops, and the repeal of child labor laws and the 40-hour workweek. Each of us will make the difference in the direction we go. Please make sure that you and your family members are registered to vote. And then vote.

It is with regret that we report the recent deaths of the following members: Fred D. Bohannon Jr., Jack H. Floyd, J. Hudson Blankenship, Harry Womack, Leonard W. Howard, James C. Warren and Charles F. Check Sr. We extend our sincere sympathy to the families and friends of these Brothers.

The local's annual barbecue will be held Sept. 30 at the Farmers Market. Please make your plans to attend, as this is always a great outing for everyone. It's a good opportunity to see old friends and their families and enjoy the camaraderie of the Brotherhood.

LONNIE F. PLOTT, P.S.

## LABOR RALLY AT STATE CAPITOL

**L.U. 649 (i.o.u.rts.spa&lctt), ALTON, IL**—As in the U.S. Congress and in many states, we in Illinois have seen a changing of the guard in the political arena, from those sympathetic to labor's concerns to those who would prefer to discard any and all legislation established to protect the workers of this great land. Within weeks of the last general election in Illinois, we witnessed a repeal of a long-standing law called the "Ladder and Scaffold Act." Now it appears the next attack will be on the requirement to pay the "prevailing wage" on all projects funded with public money.

As a result of anti-worker actions such as these, as well as the possible reintroduction of "right-to-work" legislation, organized labor marched on the state Capitol Building on May 10. A reported 8,000 members of organized labor attended the rally. Over 10 percent of our total membership (or one-third of our construction members) took a day off work to participate in the gathering. It was truly inspiring to see so many who cared so much.

Let us hope all our Brothers and Sisters now see the value of being politically aware. We must understand the negative powers apathy creates. We must realize that it is we who are the backbone of this nation, and we must elect politicians who will introduce, pass and defend all laws that provide workers with the protection we justly deserve.

Following is a listing of the local union officers elected on June 24: Bus. Mgr./Fin. Sec. Jack Tueth, Pres. Fred Redd, Vice Pres. Roger Laughlin, Treas. Douglas McCormick and Rec. Sec. James Heinemann.

Executive Board members are: Tom

Kinsella (Clark Oil); Randy Coughlin (lineman); Edgar Jones and Charles Long (Olin); Martin Culp and David Mahanay (Shell Oil); Aaron Fitzgerald, James Hamilton and Terry Wilhite (wiremen); Dennis Funk and Charles Yancey (Union Electric). Examining Board members are: Kent Reid (Clark Oil); Don Baker (Union Electric); Jeffrey Hicks and J.S. Sisson (wiremen). Randall Malone is our delegate to the state AFL-CIO Conference and the delegate to the IBEW Convention.

Congratulations to all newly elected officers. We thank all who ran for office and those serving on the various committees for their commitment of time and effort for the local.

GORDON L. ADMIRE, P.S.



Local 659, Medford, OR, third-year apprentice linemen are among the IBEW apprentices practicing transmission "hotsticking" recently at the Camp Rilea 1995 NJATC School, as instructor Bob Glover (of Local 77, Seattle, WA) joins those looking on.

## GET INVOLVED!

**L.U. 659 (i.o.u.em.catv.lctt.st&c), MEDFORD, OR**—In the current political climate of such hostility to working people, it is more important than ever that our membership pay attention to and get involved in politics. We must be more politically active, and we must be sure to support COPE-endorsed candidates for public office.

Organized labor is currently fighting "right-to-work" legislation in the public sector; the gutting of collective bargaining laws for public employees; attacks on "Little Davis-Bacon"; and revisions in workers' compensation laws. These issues are being pushed by our "good Republican friends," who always have our best interests at heart. Ha!

Proposition 8—which was just barely

Local 673, Painesville, OH, members Roy Herald (left) and Larry "Hawk" Osborne are at work powering the Lake West Hospital project.



passed by voters in November and requires public employees to pay 6 percent of their pension contribution previously paid by employers—was judged to be unconstitutional by a Marion County judge. This may be only a temporary reprieve, because the state of Oregon intends to appeal the decision.

Construction work is still slow, and the out-of-work lists are crowded for this time of year.

Organizer Ron Johnson has brought another inside contractor into the fold and has numerous active salts working throughout the jurisdiction. It is vitally important that members get involved in the local's COMET and salting efforts. Bro. Johnson needs the assistance of the members in our efforts to regain lost market share. **Together, we can do it!**

MIKE BUREAU, P.S.

## LOCAL UNION UPDATE

**L.U. 667 (u), PUEBLO, CO**—Local 667 members ratified a new three-year contract agreement with WestPlains Energy. This was one of our more difficult negotiations in recent history. We thank Bus. Mgr. Guy P. Runco, Pres. Mike Spinuzzi and Rec. Sec. Catherine Martinez for their hard work in negotiations on the local's behalf.

Our congratulations to Ralph Williams and J.C. Sims, who recently retired from WestPlains Energy.

I would like to thank all of my Brothers and Sisters for their support in keeping me informed on happenings for articles for the *Journal*. Thanks to the help of the members, the local recently was recognized at the Eighth District Progress Meeting by Int. Pres. J.J. Barry, Int. Sec. Jack Moore and Eighth District Int. Vice Pres. Jon F. Walters for "keeping our membership informed through the use of local union letters and articles submitted to the *IBEW Journal*." It was very nice that we received this tribute on the eve of my dismissal from WestPlains Energy.

SHARON S. JOBES, P.S.

## BRO. BLACK MOURNED

**L.U. 673 (i.o.u.rts.spa&catv), PAINESVILLE, OH**—At this writing midsummer was approaching, and a work outlook for the winter was taking shape, with some jobs finishing and a few jobs starting. A few big projects are still on the table, including Diamond Center, which won't be a reality until sometime next year.

Our newly elected local union officers are as follows: Bus. Mgr. Bob



Modic, Fin. Sec. Ron Giangiacomo, Pres. John Noall Jr., Treas. Tom Goss, and Rec. Sec. Craig Egeland. At this writing a runoff election was scheduled for the office of vice president. Executive Board members are: Anthony Gambatese, Daniel Lastoria and Harold Riedel. Examining Board members are: Robert Gamiere, Gary Hogan, Timothy Laffey, Charlie Rose and Richard Zalanka.

It is with deepest regret that we report the death of Bro. Andrew Black. He was a good friend to everyone he met and a tool partner everyone wished for. We extend our sincere sympathy to his family. Bro. Andrew is missed and will never be forgotten.

Congratulations to our recent retirees: Ralph Lastoria (with 44 years of service); Dave Campbell (with 41 years); Don Smith (with 38 years); Gary Raybuck (with 37 years); and Harold Breedlove (with 41 years). Congratulations and best wishes to all.

CRAIG EGELAND, P.S.

## PREVAILING WAGE LAW

**L.U. 683 (i&em), COLUMBUS, OH**—At this writing our state prevailing wage law was under attack in the Ohio Legislature. Each week during May and June, we flooded the House of Representatives hearing rooms where three bills to repeal (or severely weaken) the present law were heard. The House subcommittee hearing this bill is loaded with Republicans who seem to dislike the prevailing wage law.

Still, we were working to kill the bill in committee; because with the present gang of legislators and an anti-union governor, we face an extremely difficult time in preserving this law if it comes to a vote. We thank the locals from across the state who sent representatives to the committee hearings.

Work has been good in our area this past summer. We thank the locals from around the country who have helped us man this work. Having more work than workers is different for us, as it has been the other way around in recent years.

At this writing we were looking forward to the IBEW Midwest Softball Tournament scheduled here for July.

Remember: Your union and your organizing program is only as good as the members' participation. Help your organizer, and you will be helping your union.

TERRY NICODEMUS, PRES.



Pictured are some of the Local 683, Columbus, OH, members working for Atlas Electric. Standing next to the chopper used in a difficult weekend high-voltage cable pull at the Honda of America Plant at Marysville, OH, are (from left): Mark Billingsley, Pat Rockhold, David Green, Maria Balzano, Rich Kubala, Guy Thompson, Tim Burls, Steve Scheel (foreman), Dan Conroy and Will Wilhelm.

## REGISTER TO VOTE!

**L.U. 697 (i), GARY AND HAMMOND, IN**—Our local held its annual picnic June 10 at Lemon Lake County Park. Members and their families came together to enjoy a time of fellowship and brotherhood. It was a beautiful day, and the turnout was great. We had plenty of good food, games for the kids, bingo and a horseshoes tournament. A big thanks to all who volunteered to help and to picnic chairman George Walton and his wife, Sophie, for their effort.

In previous "Local Lines" articles, I wrote about efforts to undermine the prevailing wage statute in Indiana. Please see the "Currents" feature in this month's *Journal* for an account of further developments on this issue.

Labor Day celebrates the contributions made by working people to our nation and this world. Let's continue to contribute, not only by working hard, but also by giving of our time to our communities; helping our Brothers and Sisters when they are in need; and by registering to vote and making sure all those in our families are registered. So many have struggled and even died to ensure the right to vote. Please vote in each and every election!

Happy Labor Day, and have a pleasant fall.

DAVID SODERQUIST, P.S.

## WELCOME TO NEW MEMBERS

**L.U. 723 (l,rtb,rts&govt), FORT WAYNE, IN**—We welcome all our new members, and a special welcome goes out to our new members at GTE (formerly AT&T of Northeast Indiana.)

Our bargaining committees have been very busy. In the last year they have bargained contracts with: WPTA-TV, WKJG-TV, UTC/SPRINT, GTE and Rochester Telephone.

This is a time of real transition in the telephone industry. Many changes are taking place, and one result is that we have some new names and faces. Our local has several new Executive Board members, due to retirements and work force adjustments that affected former board members.

Our current officers are: Bus. Mgr. Darrell Bemis, Pres. Alan Bender, Vice Pres. Mike Shaffer, Treas. Kathy Cooper and Rec. Sec. Linda Davis. Executive Board members are: Mark Miller Sr. (Unit 1), Leroy Henwood (Unit 2), Jay Staley (Unit 3), Ron Roberts (Unit

Local 723, Fort Wayne, IN, Bus. Mgr. Darrell Bemis (left) presents Bro. Robert Lommtzsch with a certificate and pin in recognition of his 55 years of service to the IBEW.



4), Rich Minker (Unit 5), Don Bergmann (Unit 6), and Rick Smith (Unit 7). Business representatives are Floyd Bosworth and Ron Bame.

MARK MILLER SR., P.S.

## OFFICERS ELECTED

**L.U. 725 (l,rtb&spa), TERRE HAUTE, IN**—Greetings from Local 725. Our local union elections were held June 2. Newly elected officers are: Bus. Mgr. John Jones, Pres. Roy Pesch, Vice Pres. Ralph Cassidy, Treas. Randy McMahon and Rec. Sec. Andy Thompson. Elected to the Executive Board were: Mitch Fuqua, Myron Hiatt, Jim Lincoln, Bill Rupska, Todd Thacker and Virgil Whitecotton Jr. Elected to the Examining Board were: Dave Grandier, Don May and John Myers.

We have a large jurisdiction comprised of 15 counties in two states. The list of candidates for the election covered all parts of and some far corners of the state. I see this as a good sign. It means there's something happening at the union hall that attracts members who live more than an hour away, something that makes them want to be a part of the local. I was impressed at the number of younger members, some just out of their apprenticeship, seeking an office. To those who did not garner enough votes to get elected, don't get discouraged. Stay involved; offer assistance where you can; and above all, come to the union meetings.

A special thank-you goes out to all the candidates. And a special thanks to election judge Jim Runyun and to tellers John Hensley and Max McClean.

See you all at the union meetings.

GARY WALLACE, P.S.

## APPRENTICES GRADUATE

**L.U. 915 (i&mt), TAMPA, FL**—June's annual apprenticeship completion cere-

monies were a huge success, with about 200 people attending. Inspirational addresses were provided by: Fifth District Int. Vice Pres. Melvin W. Horton; Bus. Mgr. Gary Hill; and Asst. Supt. of Hillsborough County Public Schools RoseAnne G. Bowers.

Special gift presentations were made by Ken Robinson, president of Florida West Coast Chapter, NECA; Bus. Mgr. Hill; and Credit Union Pres. Tim McMurry. Int. Vice Pres. Horton presented completion certificates. Outstanding apprentice awards were presented by: Thomas Prickett, chairman of Tampa Area Electrical JATC; Bus. Mgr. Hill; and Credit Union Pres. McMurry.

Outstanding apprentices for 1995 were: Dale L. Freeman Sr. (first year); Eric S. Sullivan (second year); Martin L. Poleski (third year); and James P. Sysk (fourth year). Each of them received a plaque and a \$50 savings bond.

Charles R. Hammer was named the 1995 outstanding apprentice, and he was the recipient of the Brad Felker Memorial Award. In addition to the \$50 savings bond, he received a plaque and \$500 as the 1995 outstanding apprentice.

Don Bashaw received \$50 and a plaque of recognition for his five-year perfect attendance record.

This year's graduates to journeyman wireman status were: Don Bashaw, John Beeson, Joe Cruz, Mark Fabry, Scott Grace, Charles Hammer, Paul Johnson, John Kurtz, Frank Medina, John Sullivan, Mark Teague and Richard Treen Jr.

April 29 was "property maintenance workday." Bros. Larry Jenkins, Bob Johnson, John Keefe and Bob Kaiser spent the day cleaning and performing much-needed maintenance of property.

ROBERT J. KAISER, P.S.

## VOLUNTEER PROJECT

**L.U. 953 (o,u,em,catv,spa&lctt), EAU CLAIRE, WI**—Nine Local 953 line-



Local 915, Tampa, FL, Bros. Lee Lumsden (left) and Johnny Rivera display their "Brother of the Year" awards as Bus. Mgr. Gary Hill (far right) looks on. Not pictured is Bro. N.F. West, who also received the award.



Pictured are Local 953, Eau Clair, WI, volunteers who contributed their labor for a youth camp project: from left, standing, Bros. Jeff Secraw, Al Ferber, Al Gravesen, Rick Reichert, Sherwin Newman, Jeff Sando and Al Novak; kneeling, Bros. Nick Licht and Brian Schultz. Dave Novak (kneeling, right), the son of Bro. Al Novak, also helped out.



men employed by Barron Electric Cooperative recently spent approximately 50 labor hours helping with a summer youth camp project. The Camp Phillips COPE Project provides "challenging outdoor personal experience" for about 5,000 campers each year. It comprises group-initiative games and obstacle courses designed for confidence building.

As a community service, Barron Electric donated trucks and equipment for the camp project, and Dairyland Power donated some material. Our members helped set five 50-class-one poles; five 50-class-three poles; two 30-class-six poles; and nine anchors for the obstacle course. Local 953 member Brian Schultz said, "This project was fun, and we were glad we could put our knowledge to work in order to help Camp Phillips."

A big thanks to all who participated.  
JOHN A. MARINCEL, ASST. B.M.

## A PROUD LOCAL

**L.U. 995 (i.o.rts&spa), BATON ROUGE, LA**—Congratulations to Bro. Frank Hargrove, who recently won the title of Louisiana State Outstanding Apprentice in the statewide apprentice competition held in Lake Charles. Our local is proud of Bro. Hargrove. He is truly outstanding in terms of knowledge, skills and character.

Congratulations also go out to all the many apprentices, both locally and statewide. Each of them are commended for their successful completion of our demanding five-year curriculum. They all deserve a standing ovation for their accomplishments.

A rally to address the concerns of all construction workers (both union and



Local 995, Baton Rouge, LA, Bro. Frank Hargrove won recognition as Louisiana's "Outstanding Apprentice for 1995."

nonunion) in this area was held recently at the Louisiana Capitol. The rally, sponsored by the Greater Baton Rouge AFL-CIO central labor body, was unusual in that even nonunion workers were invited—as an organizing effort to show nonunion employees the benefits of belonging to a union. Although IBEW members made up the majority of those in attendance, some nonunion employees also came out for the rally. Many guest speakers addressed the various topics of concern. All in all, though attendance was just under 300 people, we feel our message was well-received. Thanks to Bro. Leland Butler for his efforts on this event and for all the other tasks he undertakes for us.

Congratulations to our recently elected officers: Bus. Mgr./Fin. Sec. Ricky Russell, Pres. Jerry Woodward, Vice Pres. Ed Gautreau, Treas. Keith Brand and Rec. Sec. Mike Roberts. Executive Board members are: Billy Rowinsky, Mike Clary, Cliff Zylks, Rusty Browning, Don Guarino and Wesley Stephens. Examining Board members are: Jake Scavona, Mike Hill and Mark Milton. Convention delegates are Bus. Mgr. Russell and Bro. Earl Long.

Thanks for a job well-done to election judge Leland Butler and tellers Rocky McQuiston and Randy Curtis. C'est Tres Bon!

KEITH W. BRAND, P.S.

## NEW ERA BEGINS

**L.U. 1031 (em), CHICAGO, IL**—Bro. José A. Caez was sworn in on May 9 as the new business manager for Local 1031. Our local represents electrical manufacturing workers in the Chicago metropolitan area, including employees at Interlake Companies Inc. in Pontiac and employees at DuKane Corp. in St. Charles, IL.

The installation of new officers was conducted by Sixth District Int. Vice Pres. James P. Conway.

Bro. José A. Caez replaced former business manager Solomon R. Martin, who had served as business manager for six years. Bro. Caez has been a member of Local 1031 for 21 years, a member of the Executive Board for the past 17 years, and chairman of the Executive Board for the last 10 years.

Bus. Mgr. Caez has frozen union dues increases for three years and made cuts in the salaries of top officials at Local 1031. Among the other changes instituted by Bro. Caez are a "get tough" approach to negotiations and straight talk with the members. He said, "I tell it to the members just the way it is."

The office of business manager was the only contested position. The following officers were reelected to their

On the occasion of the installation of officers for Local 1031, Chicago, IL, newly elected Bus. Mgr. José A. Caez (right) is joined by Sixth District Int. Vice Pres. James P. Conway (center) and Int. Rep. Timothy J. Collins.



respective positions: Pres. Joseph C. Serpico, Fin. Sec. James J. Dubinski, Treas. Willa Thomas and Rec. Sec. Roy L. Cortés. Our new vice president, M.C. Minor (with Square D Company) was elected to fill the vacancy created by the retirement of Bro. Leonard J. Lanute. Bro. Gary Blair (with Interlake Companies Inc.) was elected by the Executive Board as its chairman, filling the vacancy created by the election of Bro. Caez to his new position.

We at Local 1031 extend hearty congratulations and best wishes to our new administration. We hope this new era begins what we know will be a great one.

HERNÁN CORTÉS, P.S.

## WALKAMERICA FUND-RAISER

**L.U. 1049 (u.o&lt;em>), LONG ISLAND, NY**—Our local recently took part in the Walk America fund-raiser for the March of Dimes. Bus. Mgr. Richard Redmond, local union officers, Executive Board members and office staff, together with Local 1049 members and their families, pulled together to raise over \$3,200 for the drive.

In January Community Services Chmn. William Graham and committee members James Campitello, Charles Grebe, Ralph Morales and Warren O'Neill began planning and working with the March of Dimes staff to prepare for the event.

When all walkers and workers signed in on walk day, they were entered in a prize raffle, given a Local 1049 T-shirt, and treated to breakfast.

Over 110 union members and their families volunteered to either walk or staff the check point and stations along the route. The check point volunteers stamped walkers' cards, gave out refreshments and cheered the walkers on. Along the route, other volunteers distributed Local 1049 balloons to each walker and offered words of encouragement. Deejay music provided by Bro. Dennis Wunch kept the tempo up and the walkers rocking and rolling. When members and their families returned to the union hall, they enjoyed refreshments, thanks to the help of Bro. Jerry Venterie.

The committee thanks Sue Campitello and Glades Morales for their help in making the day a success; and thanks go out to Bros. Jimmy George, Charles Grebe and Kevin Quinn for their assistance to the March of Dimes Setup Committee.

Workers Memorial Day is held to honor those workers killed, injured or debilitated on the job. This year deceased Bro. George Gavin's name was read into the roster.

Congratulations to Bros. McLaughlin and Sill, of the Craft Division, for completing their journeyman lineman apprenticeship program.

See you at the next general meeting.

WARREN O'NEILL, P.S.

## ELECTION OF OFFICERS

**L.U. 1245 (o,u,t,em,catv,govt,pet&lt;em>), WALNUT CREEK, CA**—Jack McNally was reelected as business manager/financial secretary of Local 1245 in mail balloting concluded June 22. Others reelected to their positions were: Pres. Howard Steifer, Vice Pres. Jim McCauley, Rec. Sec. Ed. Mallory and Executive Board members Kathy Tindall and Andrew "Tube" Dudley.

Newly elected to the Executive Board were Debbie Mazzanti and Chris Habecker, both of whom are customer service representatives for Pacific Gas and Electric. Michael Davis vacated his Executive Board seat in a successful bid to become the local's new treasurer. Outgoing Executive Board member Ron Blakemore, who recently retired, did not run for reelection.

Reelected to the union's Advisory Council were: Monte Nelson, Dan Lockwood, Barnard Smallwood, Mike Brocchini, Jim Lynn, Larry Rodriguez, Grover Day, Bob Vieira, Jim Findley, Will Nunez, Terry Andreucci, Shirley Roberts, Dave Pittman, Keith Burkhardt, Arthur Torres and Lee Thomas Jr.

Newly elected to the Advisory Council were: Bill Wallace, Raymond Thomas, Rich Cowart, Ken Sorenson, Bob Lovett, Michael Johnson, Jeff Johnstone, Joseph Osterlund, Linda Jurado, Bob Irwin, Jim "Ed" Edwards, Jack Osburn and Gary Mai.

Pat Gates served as judge of the election.

ERIC WOLFE, P.S.

## CONTRACT RATIFIED

**L.U. 1307 (u), SALISBURY, MD**—On June 21 Local 1307 members ratified a new two-year contract with Delmarva Power. The package includes a 2 percent wage increase in the first year, along with a 2 percent non-base-wage increase. The non-base-wage increase will be a lump sum based on gross income from 1994. There are also improvements in the shift differential, the safety shoe program, and some minor changes in the medical plan. In the second year, there will be a 2.5 percent wage increase and a possible 1.5 percent non-base-wage increase, based



on company earnings. The second year also will bring an improvement in the retirement plan, another increase in shift differential and more minor changes in the medical plan.

Our local has been saddened by the death of Bro. L. Steve Browne, who passed away on May 13. Steve began work in Denton, MD, as a laborer on April 10, 1967. He then moved into the line crew as a groundman on Aug. 21, 1967, and progressed through the apprenticeship to become a journeyman lineman in 1971. He accepted the position of lead lineman in Chestertown, MD, in 1981 and remained in that job until his death of an apparent heart attack.

On a lighter note, we welcome the members of former Locals 1707 (Denton, MD) and 2120 (Parksley, VA), which were amalgamated into Local 1307 in June. Former Local 1707 was the bargaining agent for the employees of Choptank Electric Co-op, on the Eastern Shore of Maryland. Local 2120 represented the employees of A&N Co-op on the Eastern Shore of Virginia. We are looking forward to strength in numbers and feel all parties will be able to benefit by this move.

Until next time: Be union, buy union.

EDWARD D. SPARKS JR., F.S.

## ANNIVERSARY CELEBRATION

**L.U. 1439 (u), ST. LOUIS, MO**—We are entering into some tough negotiations this year for our Brothers and Sisters on the IES and Arkansas Power and Light Co. properties. As the times show, contract talks are getting tough, but the negotiating committees on both properties have the full support of the membership in their efforts to get a contract.

It is with deep sorrow and regret that we report the fatal accidents of two of our Brothers. David Smith and Jerome "Jerry" Nieder, both journeyman linemen, were fatally injured in separate electrical contact accidents on the Union Electric property. We lost Bro. Smith in March and Bro. Nieder in June. Bro. Smith worked in the St. Charles District, and Bro. Nieder in the Franklin District. Our most sincere sympathy goes out to their families and friends.

It is also with regret that we announce the deaths of Bro. Cornelius E. Oldham and retired members Roy A. Armstrong, McCleveland Harvey, Max L. Harrison and Carl R. Spear. We extend our condolences to their families.

April was a busy month for the local union. At our April meeting, we honored all our 1994 retirees. We lost a lot of years of service and experience with those who retired in 1994, and we will miss them. We thank each of the retirees for their support and dedication to the local union. Best wishes to all for a happy and healthy retirement.

Also in April we held our joint blood drive with Local 1455, St. Louis, MO. It was a huge success. Thanks to everyone who donated or gave of their time and effort for this worthwhile project.

One other big plan in the works for the local is our 50th anniversary celebration in September. The final plans have been made and the invitations sent. It's going to be great!

See you at the next union meeting—it's your union. And remember: follow your safety rules.

DAVE PIPPIN, P.S.

## LABOR CANDIDATE WINS

**L.U. 1501 (em,mo,rt,ees&pet), BALTIMORE, MD**—Following his election, Maryland Gov. Parris N. Glendening praised labor's support of his recent campaign. He expressed his appreciation that labor provided crucial votes to ensure his election, thereby



Local 1501, Baltimore, MD, Pres./Bus. Mgr. Dion F. Guthrie (left) poses with Maryland Gov. Parris Glendening during a recent trip to Annapolis.

stopping the Republican steamroller at Maryland's borders.

At a COPE dinner, where the governor was the featured speaker, he was lavish in his praise of local labor leaders, whom he credited with doing a tremendous job turning out the vote. He stated that he would not forget labor, and that the door to the State House is always open to us.

During the last session of the Maryland Legislature, the governor strongly opposed "right-to-work" legislation that had been introduced, vowing to veto it if it passed. We are pleased to report that this "right-to-work" (for less) legislation never got out of committee. Labor needs more friends like Gov. Parris Glendening, and all of us must strive to educate our members to this fact.

THOMAS J. ROSTKOWSKI, P.S.

## MARCH OF DIMES FUND-RAISER

**L.U. 1547 (i,o,u,c,rr,em&t), ANCHORAGE, AK**—Local 1547 members enthusiastically participated in this year's March of Dimes' WalkAmerica fund-raiser. Two of the top 10 teams were comprised of bargaining unit employee groups from Chugach Electric Association and Anchorage Telephone Utility.

Chugach employees were able to edge out ATU for fourth place, raising \$8,848 to ATU's \$7,999. Added to Local 1547's \$5,000 sponsorship, our local weighed in with a significant contribution toward the March of Dimes' goal for Anchorage.

Additionally, IBEW members Larry



Local 1547, Anchorage, AK, Bus. Mgr. Gary Brooks (second from right), along with Bro. Larry Johnson (ATU, 1995 Anchorage walk chair) and Sister JoAnn Ferrell (Chugach Electric, 1995 wrap-around chair), makes presentation to March of Dimes Division Dir. Martha Stover (left).

Johnson and Bonnie Kline were recognized as Individual \$1,000 Club Members, and ATU took the Chapter Director's Award for most spirited team.

ANNE HAYS, P.S.

## LANDMARK AGREEMENT

**L.U. 1579 (i&o), AUGUSTA, GA**—On the home front layoffs have stopped at Savannah River Site but may resume later this year.

However, as U.S. Department of Energy directives begin to restructure manpower distribution at SRS, we hope to regain most of the construction jobs lost at the site through work awarded to smaller subcontractors.

A new landmark agreement between the Department of Energy and the Augusta Building Trades insures that subcontractors at SRS will use union hiring halls to supply their manpower requirements. This agreement will surely give union labor an edge in bargaining negotiations at the site and will definitely mean a better future for our members and their families.

Please see the "Currents" feature in this month's *Journal* for an account of Local 1579 members chosen to work on embassy construction projects at several locations around the world.

DAVID ALEXANDER, P.S.

## OFFICERS ELECTED

**L.U. 1739 (i&o), BARRIE, ON**—The following officers were elected for a three-year term at our June 13 general meeting: Bus. Mgr./Fin. Sec. Jim "Whitey" Wilkie; Vice Pres. Larry Wilkie; Treas. Bill Wood; Rec. Sec.

Gord Nye; and Executive Board members Chris Wyers, Rick Scott, Art O'Hara and Jack Emms.

In a runoff election, Brian Wilkie was elected as president. Congratulations to our newly elected officers and to all those who received nominations.

Bro. Al Sibley recently received his 35-year IBEW service pin. Congratulations, Bro. Sibley!

We thank Local 773, Windsor, ON, for their hospitality this past summer. A number of our members worked in their jurisdiction on projects such as the West Windsor Co-Generation Station, the Ford Essex Engine Plant, and the Chrysler Assembly factory, which had undergone an incredible change to introduce a new minivan onto the Canadian market.

All work was completed on the due date, and members worked in a safe and efficient manner with no lost-time accidents.

After a lengthy delay of 12 years, the new Royal Victoria Hospital in Barrie has finally broken ground. We have several members working on the project with State Electric. We are looking forward to having the slab portion completed this fall and the building all closed in for those cold winter months.

Hope everyone enjoyed a safe and pleasurable summer.

LINCOLN MUELLER, P.S.

## EDUCATION CONFERENCE

**L.U. 2067 (i&u), REGINA, SK**—Local 2067, which has a membership of 1,566, elected the following officers for a three-year term on June 14: Bus. Mgr./Fin. Sec. Garth Ormiston (former recording secretary); Pres. Neil Collins



Pictured at the May 12-14 Education Conference sponsored by Local 2067, Regina, SK, are the guest speakers and members in attendance.



(former business manager/financial secretary); Vice Pres. Ed Koberinski (former vice chair, Unit 6); Treas. Edward Plumb (incumbent); Rec. Sec. Wayne Giraudier (former chair, Unit 17). Elected to the Executive Board as the member at-large was Doug Morrison (incumbent).

Voter turnout was a low 49 percent. We had expected a larger turnout, given the number of members running for office and the major changes forthcoming at SaskPower.

Those elected will have been sworn in during the Executive Board meeting in July, and they look forward to the next three years. Congratulations to our newly elected officers. We also thank past officers and all who ran for office for their hard work and dedication.

Our local's second Education Conference was held May 12-14. Like the first conference, this one was a huge success. Guest speakers included: First District Int. Vice Pres. Ken J. Woods; Karissa Johnson (Washington International Energy Group); Roger Shaneman (Prairie Coal); and Jack Messer (SaskPower). The speakers informed our members about the business side of the electric utility industry and discussed the upcoming changes in the industry. The delegates left the conference with new knowledge about how the companies they work for will be operated in the future.

Thanks to all the delegates for taking the time to attend, and thanks to the conference committee for helping to make the event such a success.

We hope everyone has enjoyed a safe and happy summer.

GORD LAVERDIERE, ASST. B.M.

## APPRENTICE AWARD

**L.U. 2085 (i&o), WINNIPEG, MB**—Congratulations are in order for Bro. Tim Senkow, who was named by the Manitoba Apprenticeship Training Program as its top graduating electrical construction apprentice in 1994. The MATP saluted Tim at a graduation ceremony held at the Legislative Building on Friday, April 17. Local 2085 presented Tim with an engraved IBEW watch at this ceremony. Representatives of Manitoba industry, community colleges, organized labour and the government were on hand for the presentations.

Local 2085 mourns the passing of charter member Bro. Art Cameron, a former business manager of our local. He passed away March 21 following an illness with cancer. Bro. Cameron served our local as business manager

Local 2085, Winnipeg, MB, apprentice award recipient Bro. Tim Senkow (center) receives an IBEW engraved watch presented by Bus. Mgr. Don Case (right) and Pres. Ron Stecy on behalf of the local.



from 1978 to 1990. He retired in 1990, due to illness, after 34 years of service. Local 2085 extends deepest condolences to Art's wife, Virdean, and to the entire family.

DON CASE, B.M.

## APPRENTICESHIP PROGRAM

**L.U. 2113 (i.o.it&mo), TULLAHOMA, TN**—One of the most vital functions of IBEW locals is a strong apprenticeship program. Thanks to the dedication of our officers and the Joint Apprenticeship and Training Committee, Local 2113 will have such a program in the fall. After much diligent preparation, our local is on the verge of adding this positive strength to our local union infrastructure. Many thanks go to those who have worked so diligently to set up our new apprenticeship program.

The operating/testing contract of Arnold Engineering Development Center (AEDC) has been awarded to Sverdrup Technology Inc, while Dynacorp successfully bid the support contract for AEDC for the next five years. Exactly how this will affect our members is yet to be seen, but we rest assured that our officers and reps are on top of the situation.

Congratulations to the 14 Brothers who received service pins at the June meeting. Those 14 members represent a combined total of 400 years of dedicated service to the IBEW. Special mention goes to Bro. Stanley Evans, who received his 40-year pin. Our thanks go out to all these fine members.

Work continues to look good within our area, especially at AEDC. And at this writing, work was about to start at the Nissan Plant and on other construction projects as well.

May we all continue to aim high in our goals, experiencing the joy of being part of the "union of hearts and minds." God bless America and our great organization! Until next time, remember to always look for the "Made in U.S.A." union label.

R.B. SMITH, P.S.

## JUNE 'RIF'

**L.U. 2145 (govt), VALLEJO, CA**—Hello to all Sisters and Brothers. We hope everyone is gainfully employed. School has started, so remember to be careful out there when driving in the vicinity of playing children.

In May we held a farewell party for the members and their families, as a way to say goodbye to those who are leaving the area in pursuit of the per-

fect job! A good time was just a plate and drink away as we danced to the mournful, jobless sounds of The Blue Collar Blues Band, led by the ever-popular Bro. Don Bassey.

On June 5 the shipyard commander, Capt. Cavender, handed out to everyone a Reduction in Force (RIF) notice, as Mare Island must be down to 1,600 employees by Nov. 1, 1995, and closed by April 1, 1996. About 3,123 people were still here at this writing. Approximately 961 people took advantage of the Separation Incentive Program and will be gone by Nov. 3, 1995, leaving about 514 people to be 'rifed' into unemployment on the same date. Those remaining will be rifed April 1, 1996.

Employees are slowly being squeezed out of the last buildings into Administration Building 521. As of July 1, there will no longer be any reserved parking here; it's now first come, first parked. I will continue to write articles until they turn off the lights, even though they are starting to dim.

TOM WATSON, P.S.

## UNION-INDUSTRIES SHOW

**L.U. 2249 (em), BLOOMINGTON, IN**—Recently some of our local union Brothers and Sisters attended the 1995 AFL-CIO Union-Industries Show in Detroit. Local 2249 and General Electric jointly sponsored a booth at the show. It was truly a very exciting experience for both our union and the company.

The display of enthusiasm in our efforts to form working teams throughout our plant at General Electric has yielded results in many ways. It was truly a team effort to make our display at the Union-Industries Show the success that it was. We also held a drawing for a "side-by-side" refrigerator. Approximately 20,000 names were entered for the drawing. Our lucky winner was Jane Patterson. Congratulations go out from all of us at Local 2249 to Jane and her family.

Pictured are Local 2249, Bloomington, IN, members who attended the AFL-CIO Union-Industries Show in Detroit this year: from left, Matt Mathis, Pam Wampler, Vickey Shahan, Glenn Collins, Steve Norman, Lana Spurrier and Jeff Smith.



At a Local 2325, Worcester, MA, stewards meeting, Hall of Fame hockey great Bobby Orr (standing, third from left) was a guest speaker. With him, seated from left, are: Executive Board member/steward Bob Hamilton, and stewards Paul Devault and Jim Ciullo.

A huge thanks is extended from the local to the company for its role in our joint project at the show this year.

VICKEY SHAHAN, P.S.

## STEWARDS MEETING

**L.U. 2325 (i), WORCESTER, MA**—Local 2325 was saddened by the untimely death of Bro. Dave Lewis, who was a loyal member of our local for 25 years. Our deepest sympathy goes out to the Lewis family.

At a recent Local 2325 stewards meeting, we heard about the devastating losses associated with the changes in the workers' compensation laws that were passed by the Massachusetts Legislature. Attorney Wayne Perkins gave a seminar on these changes and the effects they are having on the families of workers who are hurt on the job. He pointed out the importance of political action committees and described how a mobilization effort could have stopped these ravaging changes. The seminar was both educational and eye opening. Hall of Fame hockey great Bobby Orr also addressed the stewards on the importance of unions in today's workplace. He was gracious and informative, and we enjoyed hearing him reminisce about his days as a hockey player and union member.

JOSEPH T. DALY, B.M./F.S.

## CAP REDUCTION IN FORCE

**L.U. 2337 (u), FAIRFIELD, TX**—Our local has again endured a "competitive action plan," or CAP reduction at Texas Utilities Mining Co. As previously reported, the reopened Thermo Mine at Sulphur Springs, TX, has absorbed a number of employees who were scheduled to be "reduced."

Not all employees affected by the layoff requested to be considered for transfer to Thermo. Other bargaining



unit employees were "reclassified" to fill positions in other classifications and lines of progression. We do expect this trend to continue. We now face daily issues regarding "contractor utilization" during this time.

At this writing in June, formal contract negotiations were scheduled to begin in late July or early August. Local 2337 has planned to concentrate a significant amount of effort on the issues of benefits, especially the funding of the retirement plan.

As a result of the widespread reductions in force and employee/member changes, the local will be seeking to secure appropriate stewards for all bargaining unit groups.

Bus. Mgr. Mike Speer has been involved in the legislative aspects of "retail and wholesale wheeling of power" in the state Capitol, and he has worked on these issues in conjunction with the Texas State Association of Electrical Workers and the Texas AFL-CIO. For additional information members may call the local. See you at the meetings.

STEVE W. AUSTIN, PRES./ ASST. B.M.

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.**

## INTERNATIONAL REPRESENTATIVE RETIRES



**Richard H. Mills**


**I**nternational Representative Richard Haywood Mills announces his retirement from the IBEW effective September 1, 1995.

Born in Camden, New Jersey, Brother Mills began his service to the IBEW in March 1960 in the Research and Economics Department in the International Office. After a tour of duty in the U.S. Army; he was assigned to the IO's Manufacturing Department, where his duties included both servicing and organizing. On May 1, 1966, he was appointed an International Representative.

While working in the Manufacturing Department, Brother Mills has been involved with negotiations at General Electric and Westinghouse, Rockwell, Square D, Sylvania, and a variety of companies in the wire and cable industry. He participated in the chartering of EM-4 (General Cable) and EM-5 (Gen-

eral Electric). In 1965 he worked with the group which became the AFL-CIO Coordinated Bargaining Committee of General Electric and Westinghouse Unions (CBC), eventually serving as the group's treasurer. The CBC concept and structure was later adopted by the IBEW and other companies, by other unions, and by the AFL-CIO's Industrial Union Department (IUD) as an effective way of negotiating with multi-plant companies. He has also served on the IUD's Committee to Preserve American Color TV.

Brother Mills graduated from the University of Maryland with a Bachelor of Science degree. He and his wife, Barbara, have two grown sons, Scott and Steven, and three grandchildren.

The Officers, members, and employees of the IBEW wish Brother Mills all the best as he begins his retirement. 



# 1994 Summary Annual Report for the National Electrical Benefit Fund

This is a summary of the annual report for the National Electrical Benefit Fund, number 53-0181657, for the year ended December 31, 1994. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

## Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$308,987,545. These expenses included \$20,748,420 in administrative expenses and \$288,239,125 in benefits paid to participants and beneficiaries. A total of 363,578 people were participants in or beneficiaries of the plan at the end of the plan year, although not all of these people had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$4,823,085,465 as of December 31, 1994, compared to \$4,988,682,237 as of January 1, 1994. During the plan year the plan experienced a decrease in its net assets of \$165,596,772. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the

year or the cost of assets acquired during the year. The plan had total income of \$143,390,773, including employer contributions of \$201,684,516, losses of \$145,337,313 from the sale of assets, earnings from investments of \$85,129,100, and other income of \$1,914,470.

## Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

## Your Rights to Additional Information

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

1. An accountant's report;
2. Assets held for investment;
3. Loans or other obligations in default; transactions in excess of 5 percent of plan assets; and actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 590-8580. The charge to

cover copying costs will be \$44.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N5507, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. ☐

# 1994 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, number 52-6132372, for the year ended December 31, 1994. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

## Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$16,928,827. These expenses included \$1,712,482 in administrative expenses and \$15,216,345 in benefits paid to participants and beneficiaries. A total of 39,005 people were participants in or beneficiaries of the plan at the end of the plan year, although not all of these people had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$421,599,422 as of December 31, 1994, compared to \$392,055,073 as of January 1, 1994. During the plan year the plan experienced an increase in its net assets of \$29,544,349. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the

year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$46,473,176, including employer contributions of \$41,065,122, losses of \$8,028,581 from the sale of assets, and earnings from investments of \$13,436,635.

## Minimum Funding Standards

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

## Your Rights to Additional Information

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

1. An accountant's report;
2. Assets held for investment; and
3. Transactions in excess of 5 percent of plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 590-8580. The charge to cover copying costs

will be \$18.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N5507, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. ☐



# IN MEMORIAM

## PBF Death Claims Approved for Payment in June 1995

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Huelsing, R. G.	5,000.00	Pens. (3)	Frenz, C.	2,400.00	Pens. (27)	Koehler, L. A.	2,400.00	Pens. (280)	Bealey, F. W.	2,400.00
1	Wurl, C. W.	5,000.00	Pens. (3)	Grazider, A.	2,400.00	Pens. (27)	Roberts, B. E.	2,400.00	Pens. (302)	Brouette, A. W.	2,400.00
3	Barreto, I.	5,000.00	Pens. (3)	Kasol, J.	2,400.00	Pens. (27)	Wetmore Jr., H. D.	2,400.00	Pens. (302)	Kelly, F. R.	2,400.00
3	Connors, P. J.	5,000.00	Pens. (3)	Keefe, E. J.	2,400.00	Pens. (80)	Crutler, W. S.	2,400.00	Pens. (316)	Scott, W. J.	2,400.00
3	Lavender, B. A.	5,000.00	Pens. (3)	Kuzemchak, J.	2,400.00	Pens. (80)	Stratler, J. N.	4,541.00	Pens. (323)	Brink, R. N.	2,400.00
3	McSherry, M. H.	5,000.00	Pens. (3)	Lomolino, L.	2,400.00	Pens. (82)	Bond, L. D.	2,400.00	Pens. (323)	Smith, C. A.	2,400.00
3	Sylvia, E. G.	5,000.00	Pens. (3)	Sacks, S.	2,400.00	Pens. (82)	Steiner, D. L.	2,400.00	Pens. (323)	Whitney, E. B.	2,400.00
5	Schropp, J. C.	5,000.00	Pens. (3)	Siegel, S.	2,400.00	Pens. (84)	McCullar, R. L.	2,400.00	Pens. (326)	Beatty, A. J.	2,400.00
6	Bregante, J. M.	5,000.00	Pens. (3)	Torres, V.	2,400.00	Pens. (84)	Miller Jr., M. H.	2,400.00	Pens. (329)	Lindsay, C. D.	2,400.00
11	Pappenger, C. E.	5,000.00	Pens. (3)	Youngans, R. V.	2,400.00	Pens. (88)	Midkiff, E. E.	2,400.00	Pens. (332)	Wilson, A. A.	2,400.00
11	Vukanovich, S. M.	5,000.00	Pens. (5)	Gillner, C. A.	2,400.00	Pens. (90)	Christino, J.	2,400.00	Pens. (346)	Boatright, J. B.	2,400.00
17	Smith, R. A.	10,000.00	Pens. (5)	Lesko, G.	2,400.00	Pens. (98)	Kay, J. J.	2,400.00	Pens. (349)	Davis, H. L.	2,400.00
26	Wold, G. H.	5,000.00	Pens. (5)	McClelland, J. H.	2,400.00	Pens. (98)	Kelly, T. F.	2,969.42	Pens. (349)	Rosenblatt, M.	2,400.00
48	Phillips, W. M.	5,000.00	Pens. (5)	Rottman, E. P.	3,827.00	Pens. (99)	McCormick, T. H.	2,400.00	Pens. (349)	Swain, A. W.	2,400.00
48	Rawley, L.	5,000.00	Pens. (5)	Sutton Jr., F.	2,400.00	Pens. (100)	Brown, J.	2,400.00	Pens. (353)	Maitland, I.	4,607.90
53	Early, T. J.	10,000.00	Pens. (6)	Arnold, F. W.	2,400.00	Pens. (103)	Dwyer, J. A.	2,400.00	Pens. (354)	Parris, O. R.	2,400.00
58	Gregersen, N.	5,000.00	Pens. (6)	Descalzo, R. D.	2,400.00	Pens. (103)	Joyce, J. J.	2,400.00	Pens. (357)	Darby, S. M.	3,309.50
90	Martel, L. E.	5,000.00	Pens. (6)	Vogt, P.	2,400.00	Pens. (111)	Aemmer, J. R.	2,400.00	Pens. (357)	Fuson, G. D.	2,400.00
96	Browne, J. R.	2,500.00	Pens. (8)	Colwell, R. E.	2,400.00	Pens. (111)	Irwin, R. N.	2,400.00	Pens. (357)	Gaynor, R. L.	2,400.00
99	Gelsomino Jr., C.	5,000.00	Pens. (9)	Blake, T. M.	2,400.00	Pens. (112)	Anthony, M. E.	2,400.00	Pens. (357)	Wright, D. S.	3,950.00
103	Dutle, D. M.	10,000.00	Pens. (11)	Bettini, D.	2,400.00	Pens. (112)	McConnachie, J. H.	2,400.00	Pens. (358)	Boumlin, J.	3,660.00
124	Miles Jr., W. A.	5,000.00	Pens. (11)	Bren, T.	2,400.00	Pens. (112)	Parler, V. F.	2,400.00	Pens. (365)	Carpenter, E. E.	2,400.00
134	Baker, R.	5,000.00	Pens. (11)	Brown Jr., L. N.	2,400.00	Pens. (113)	Cunningham, A. M.	2,400.00	Pens. (367)	Smith, H.	2,359.99
134	Curtiss, C.	5,000.00	Pens. (11)	Coe, R. E.	2,400.00	Pens. (122)	Byrer, M. V.	2,400.00	Pens. (369)	Davis, P. A.	2,400.00
134	Fonville Jr., R. L.	5,000.00	Pens. (11)	Gibson, J. M.	2,400.00	Pens. (124)	Schneider, R. L.	2,400.00	Pens. (369)	Taylor Jr., B.	2,400.00
134	McNally, J. R.	5,000.00	Pens. (11)	Hoffstadt, R. F.	2,400.00	Pens. (124)	Skeen, B. T.	2,400.00	Pens. (379)	Gayffey, F. E.	2,400.00
134	Maylan, P. T.	5,000.00	Pens. (11)	Kump, J. W.	2,400.00	Pens. (124)	Watson, H. O.	2,400.00	Pens. (380)	Watson, J. J.	2,658.44
134	Quattrocchi, A. J.	5,000.00	Pens. (11)	Ross, S.	2,400.00	Pens. (125)	Birge, C. C.	2,400.00	Pens. (382)	Tabling, R. S.	2,400.00
136	Avery, B. D.	5,000.00	Pens. (11)	Valverde, S. L.	2,400.00	Pens. (125)	Derr, G. J.	2,400.00	Pens. (387)	Timmons, C. W.	2,400.00
165	Lafon, D. H.	5,000.00	Pens. (12)	Slavy, J. R.	2,400.00	Pens. (125)	Kansmoer, F. M.	2,400.00	Pens. (400)	Brown Jr., J. E.	2,400.00
175	Brackett, G.	5,000.00	Pens. (17)	Herbst, A. G.	2,400.00	Pens. (125)	Lowe, H. L.	2,400.00	Pens. (401)	Rowland, H. R.	2,400.00
212	Felder, R. L.	1,666.67	Pens. (17)	White, E. A.	2,400.00	Pens. (125)	Meier, E. C.	2,400.00	Pens. (405)	Wharton, A. H.	2,400.00
265	Tyus, J. E.	5,000.00	Pens. (18)	Bantrhum, M. N.	2,400.00	Pens. (125)	Moore, R. C.	2,400.00	Pens. (414)	Stewart, E. L.	3,571.65
292	Dwarsky, C. W.	5,000.00	Pens. (18)	Bitschenauer, H. D.	2,400.00	Pens. (125)	Renard, V. E.	2,400.00	Pens. (424)	Terstra, Y.	2,400.00
342	Hobbs, H. H.	10,000.00	Pens. (18)	Burrows, H. L.	2,400.00	Pens. (125)	Schutz, T. F.	2,400.00	Pens. (429)	Dyehouse, J. W.	2,400.00
344	Fletcher, G. A.	5,000.00	Pens. (18)	Gilbert, E. K.	2,400.00	Pens. (125)	Stevens, C. A.	2,400.00	Pens. (430)	Osgood, W. K.	4,618.50
344	Palmer, M. C.	5,000.00	Pens. (18)	Hargrave, L. G.	2,400.00	Pens. (125)	Stone, C. C.	2,400.00	Pens. (437)	Robertshaw Jr., E. W.	2,400.00
353	Flynn, J. A.	5,000.00	Pens. (18)	Heavens, R. W.	2,400.00	Pens. (126)	Lardani, T.	2,400.00	Pens. (442)	Roy, L. H.	2,400.00
369	Dillon, L. F.	5,000.00	Pens. (18)	Wieck, H. J.	2,400.00	Pens. (126)	Reever, K.	2,400.00	Pens. (445)	Shipman, V. D.	2,452.00
375	Klinger, G. C.	5,000.00	Pens. (22)	Reed, J. A.	2,400.00	Pens. (126)	Trajk Jr., S. E.	2,400.00	Pens. (453)	Cox, J. P.	2,400.00
400	Reynolds Jr., W. S.	5,000.00	Pens. (26)	Heizer, J. S.	2,400.00	Pens. (134)	Adams, W. E.	2,400.00	Pens. (456)	Iannotta, B.	2,400.00
405	Robbins, T. C.	10,000.00	Pens. (27)	Farrall, J. C.	2,400.00	Pens. (134)	Beauprie, A. E.	2,400.00	Pens. (459)	Fox, D. J.	2,400.00
429	Higdon, T. J.	5,000.00	Pens. (30)	Evans, W. A.	2,400.00	Pens. (134)	Beuzina, D. A.	2,400.00	Pens. (465)	Ross, D. P.	2,400.00
449	Pifer, N. W.	5,000.00	Pens. (30)	Johnson, W. J.	2,400.00	Pens. (134)	Daly, R. J.	2,400.00	Pens. (474)	Keywood, A. W.	2,400.00
464	Tallman, G. D.	1,666.66	Pens. (31)	Turner, W. J.	2,400.00	Pens. (134)	Johnson Jr., R. W.	2,400.00	Pens. (474)	Moore, W. R.	3,759.00
480	Moody, M. E.	5,000.00	Pens. (34)	Haskins Jr., E.	2,400.00	Pens. (134)	Kruse, B. W.	2,400.00	Pens. (480)	Yelverton, L. G.	1,774.00
551	Myers, D. W.	5,000.00	Pens. (34)	Heck, C. T.	2,400.00	Pens. (134)	Leahy, W. H.	2,400.00	Pens. (481)	Crump, W. M.	2,400.00
586	Dolan, M. J.	10,000.00	Pens. (38)	Fink, A. W.	2,400.00	Pens. (134)	Marshall, A. L.	2,400.00	Pens. (500)	McCann, J. J.	2,400.00
675	Saraco, M. J.	5,000.00	Pens. (38)	Kowalski, L. C.	2,400.00	Pens. (134)	Oberstar, E.	3,340.00	Pens. (501)	Dickett, A.	2,400.00
721	Lockhart, J.	5,000.00	Pens. (38)	Polk, R. E.	2,400.00	Pens. (134)	O'Connell, J. M.	2,400.00	Pens. (501)	Trotta, D.	2,400.00
773	Stevens, D. J.	10,000.00	Pens. (41)	Morski, D. L.	2,400.00	Pens. (134)	Vock, P. A.	2,400.00	Pens. (511)	Raffi Sr., C. M.	4,601.00
814	Rathburn, J. L.	5,000.00	Pens. (43)	Killoran, L. J.	2,400.00	Pens. (134)	Zalud, J. P.	2,400.00	Pens. (532)	Stockwell, R. G.	2,400.00
816	Lester, R. L.	5,000.00	Pens. (43)	Kohles, E. W.	2,400.00	Pens. (136)	Thompson, E. W.	2,400.00	Pens. (536)	Tremblay, J. A.	2,400.00
910	Cullen Jr., W. A.	5,000.00	Pens. (46)	Baggerly, E. V.	2,400.00	Pens. (137)	Ellis, D. T.	2,400.00	Pens. (540)	Sandahl, R. H.	2,400.00
1003	Coyle, J. H.	5,000.00	Pens. (46)	Johnson, L. W.	2,400.00	Pens. (141)	Bellville, B. J.	4,118.00	Pens. (546)	Brummel, W. F.	2,400.00
1028	Moore, J. R.	5,000.00	Pens. (46)	Kent, J. C.	2,400.00	Pens. (141)	Klein, H.	2,400.00	Pens. (551)	Rudmilovich, C. A.	2,400.00
1105	Meek, D. E.	5,000.00	Pens. (46)	Scotvold, C. L.	2,400.00	Pens. (145)	Hovendick, C. D.	2,400.00	Pens. (554)	Walker, A. M.	2,400.00
1205	Johnson, W. D.	5,000.00	Pens. (47)	Badgley, D. T.	2,400.00	Pens. (145)	Reed, R. W.	2,400.00	Pens. (557)	Webster, C. W.	4,508.00
1245	Gustafson, G. A.	5,000.00	Pens. (47)	Bragg, C. M.	2,400.00	Pens. (150)	Fector, L. R.	2,400.00	Pens. (558)	Cox, L. A.	2,400.00
1547	Wood, B. R.	5,000.00	Pens. (47)	Schalta, G. E.	2,400.00	Pens. (158)	Buckman, J. E.	2,400.00	Pens. (561)	Levasseur, R. R.	2,400.00
1788	Middleton, J. L.	5,000.00	Pens. (48)	Parr, J. E.	2,400.00	Pens. (159)	Braith, N.	2,400.00	Pens. (569)	Atcheson, H. E.	2,400.00
2038	Janotta, R. H.	5,000.00	Pens. (49)	Foley, H. T.	2,400.00	Pens. (160)	Chodwick, E. W.	2,400.00	Pens. (569)	Grant, E. G.	2,400.00
2203	Traxler, D. R.	5,000.00	Pens. (49)	Regier, H. J.	2,400.00	Pens. (160)	Penzimoz, A. S.	2,400.00	Pens. (569)	Stringer, E. P.	2,400.00
I.C. (3)	Lasky, R. L.	5,000.00	Pens. (51)	Day, M. E.	3,631.04	Pens. (166)	Bojanowski, C.	2,400.00	Pens. (573)	Sharp, R. S.	2,400.00
O (111)	Cannell, R. L.	5,000.00	Pens. (51)	Nathan, R. L.	2,400.00	Pens. (175)	Floyd, E. C.	2,400.00	Pens. (574)	Carr, C. A.	2,400.00
O (553)	Frazier, R. R.	5,000.00	Pens. (52)	Morrison, C. J.	2,400.00	Pens. (175)	Mitchell, L. I.	2,400.00	Pens. (574)	Mogseth, A.	2,400.00
Pens. (1)	Eckelkamp, W. E.	2,400.00	Pens. (57)	Gilgen, K. T.	2,400.00	Pens. (180)	Fisher, F. J.	2,400.00	Pens. (574)	Westhoff, L. R.	2,400.00
Pens. (1)	Johnson, E. P.	2,400.00	Pens. (57)	Gordon, J.	2,400.00	Pens. (180)	Russell, L. R.	2,400.00	Pens. (577)	Vandenbergh, I. A.	2,400.00
Pens. (1)	Lloyd, R. W.	2,400.00	Pens. (58)	Dyson, F. L.	2,400.00	Pens. (181)	Amrose, R. L.	2,400.00	Pens. (588)	Coak Jr., M. T.	2,400.00
Pens. (1)	Moore, I. H.	2,400.00	Pens. (58)	Garbutt, D.	4,764.08	Pens. (191)	Matt, H. D.	2,400.00	Pens. (595)	Jeffreys, J. A.	4,862.00
Pens. (1)	Muesenfechte, R.	3,176.89	Pens. (58)	Herbert, F.	2,400.00	Pens. (195)	Walff, F. O.	2,400.00	Pens. (595)	Mecke, T. P.	2,400.00
Pens. (1)	Schmidt, H. W.	2,400.00	Pens. (58)	Hurst, D. T.	2,400.00	Pens. (202)	McArdle, J. J.	2,400.00	Pens. (601)	Gardner, D. L.	2,400.00
Pens. (1)	Schroder, H. P.	2,400.00	Pens. (58)	McCarthy, J. F.	2,400.00	Pens. (202)	Stokes, S. G.	2,400.00	Pens. (606)	Pendergrass, H. V.	2,462.00
Pens. (1)	Sorrels, W. D.	2,400.00	Pens. (58)	Radtke, F. P.	2,400.00	Pens. (209)	Moore, J. W.	2,400.00	Pens. (611)	Hill, J. M.	2,400.00
Pens. (1)	Turek, S. J.	19.96	Pens. (58)	Rowell, J. W.	2,400.00	Pens. (214)	Whalen, G. W.	2,400.00	Pens. (611)	Kenner, R. F.	2,886.00
Pens. (2)	Hausmann, W. A.	2,400.00	Pens. (58)	Smith, S. A.	2,400.00	Pens. (217)	Turnam, B. F.	2,400.00	Pens. (613)	Cheek Sr., C. F.	2,400.00
Pens. (3)	Besmerntik, J.	2,400.00	Pens. (59)	Ashcraft, J. T.	2,400.00	Pens. (223)	Formalarie Jr., T. J.	2,400.00	Pens. (618)	Uehling, N. R.	2,400.00
Pens. (3)	Brandon, J. H.	2,400.00	Pens. (66)	Campbell, H. H.	2,400.00	Pens. (245)	Facker, L. F.	2,400.00	Pens. (639)	Morris, H.	2,400.00
Pens. (3)	Curren, C.	2,400.00	Pens. (68)	Ingram, H. K.	2,400.00	Pens. (254)	Metalfoe, A. J.	2,400.00	Pens. (640)	Stilbert, L. R.	2,400.00
Pens. (3)	Dell, W. H.	2,400.00	Pens. (70)	LaRosa, J. J.	2,400.00	Pens. (262)	Arana, A. E.	3,257.27	Pens. (640)	Vise, J. E.	2,400.00
Pens. (3)	Dobbins, M. M.	2,400.00	Pens. (76)	Silva, R.	2,400.00	Pens. (263)	Hudson, J. H.	2,400.00	Pens. (648)	Young, D. B.	2,400.00
Pens. (3)	Flanogan, F. W.	2,400.00	Pens. (77)	Bonnerman, C. M.	2,400.00	Pens. (266)	Barnwell, J. H.	2,400.00	Pens. (649)	Herkert, J. J.	2,400.00
Pens. (3)	Forman, H. H.	2,400.00	Pens. (77)	Facey, A. E.	2,400.00	Pens. (278)	Harness, M.	2,530.40	Pens. (649)	Vroman, V. V.	2,400.00



Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. 1659	Schulz, R. O.	2,400.00	Pens. 828	Lindsay, D. T.	2,400.00	Pens. 1439	Patton, F. C.	2,400.00	Pens. 110	Johnson, H. M.	2,400.00
Pens. 1659	Shaw, M. D.	2,400.00	Pens. 828	Russell, R. M.	2,400.00	Pens. 1547	Miller, N. W.	2,400.00	Pens. 110	Koding, H. W.	2,400.00
Pens. 1665	McGaldrick, J. W.	2,400.00	Pens. 841	Douthit, C. B.	2,400.00	Pens. 1547	Reimer, J. G.	2,400.00	Pens. 110	Kushner, E. E.	3,391.12
Pens. 1666	Murphy Jr., L. J.	2,400.00	Pens. 852	Wood, T. A.	2,400.00	Pens. 1547	Thompson, D. O.	2,400.00	Pens. 110	Landis, A. H.	2,400.00
Pens. 1675	Larusso, B.	2,400.00	Pens. 861	Poland, R. R.	2,400.00	Pens. 1547	Young, D. E.	2,400.00	Pens. 110	Learned, L. E.	2,400.00
Pens. 1683	Woodward, G. L.	2,400.00	Pens. 861	Rosch, J. A.	2,400.00	Pens. 1579	Smith, J. H.	2,400.00	Pens. 110	Maksymowicz, C. J.	2,400.00
Pens. 1686	Yakaitis, F. A.	2,400.00	Pens. 867	Koch, F. W.	2,400.00	Pens. 1687	Lanktow, G.	2,400.00	Pens. 110	Marshall, G. W.	2,400.00
Pens. 1688	Reynolds, W. D.	2,400.00	Pens. 867	Layton, D. E.	2,400.00	Pens. 1687	Tomari, A.	3,069.50	Pens. 110	McDow, T. H.	2,400.00
Pens. 1689	Hodgson, W. J.	2,400.00	Pens. 872	Hall, L. P.	2,400.00	Pens. 1767	Ahrens, R. E.	2,400.00	Pens. 110	McMullen, F. L.	2,400.00
Pens. 1700	Eaton, R. V.	2,400.00	Pens. 873	Croddy, E. L.	2,400.00	Pens. 1845	McAllister, A. J.	2,400.00	Pens. 110	Meech, H. K.	2,400.00
Pens. 1700	Rakes, D. H.	2,400.00	Pens. 876	Heathman, G. E.	4,235.00	Pens. 2084	Miller, D. W.	2,400.00	Pens. 110	Mrowka, T. J.	2,400.00
Pens. 1702	Goode, L. E.	2,400.00	Pens. 890	Durner, H. A.	2,400.00	Pens. 2150	Lanners, D. E.	3,420.33	Pens. 110	Muckridge, J. O.	2,400.00
Pens. 1702	Howard, C. O.	2,400.00	Pens. 903	Hensley, E. E.	2,400.00	Pens. 2352	Crudden, R. E.	2,400.00	Pens. 110	North, D.	3,226.49
Pens. 1702	Patton, D. J.	2,400.00	Pens. 903	Turk, A. L.	2,400.00	Pens. 301	Seoudain, L.	2,400.00	Pens. 110	Palese, J.	2,400.00
Pens. 1703	Fullerton, T. L.	2,400.00	Pens. 914	Magarney, J. J.	2,400.00	Pens. 301	Berman, R.	2,400.00	Pens. 110	Perigny, R. G.	2,400.00
Pens. 1712	Miller, V. M.	2,400.00	Pens. 915	Alfonso, L.	2,400.00	Pens. 301	Briggs, H. R.	2,400.00	Pens. 110	Pike, J. W.	2,400.00
Pens. 1716	Chamberlin, A. F.	2,400.00	Pens. 931	Johnson, F. L.	2,400.00	Pens. 301	Brown, G. P.	2,400.00	Pens. 110	Plander, F. F.	2,400.00
Pens. 1716	Collins, E. W.	2,400.00	Pens. 932	Crowder, H. C.	3,113.90	Pens. 301	Brown, J. B.	2,400.00	Pens. 110	Plonty, R. D.	2,400.00
Pens. 1716	Eichholtz, F. T.	2,400.00	Pens. 933	Ajer, L. W.	2,400.00	Pens. 301	Brown, W. D.	2,400.00	Pens. 110	Prince, C. R.	2,400.00
Pens. 1716	Kasimirski, S. E.	2,400.00	Pens. 953	Pahl, W. R.	2,400.00	Pens. 301	Cannon, H. L.	4,497.50	Pens. 110	Provencher, R. L.	2,400.00
Pens. 1716	MacMahon, F. A.	2,400.00	Pens. 972	Smith, W.	2,400.00	Pens. 301	Cannon, T. J.	2,400.00	Pens. 110	Rader, R.	2,400.00
Pens. 1716	Ramsey Jr., E. L.	2,400.00	Pens. 979	Legault, W. L.	2,400.00	Pens. 301	Case, J. G.	2,400.00	Pens. 110	Reed, E. O.	2,400.00
Pens. 1716	Wright, A. E.	2,400.00	Pens. 993	Griffin, R. C.	2,400.00	Pens. 301	Cheadle, L. A.	2,400.00	Pens. 110	Reimers, P.	2,400.00
Pens. 1719	Warner, L. S.	2,400.00	Pens. 995	McGowan, H. S.	2,791.31	Pens. 301	Collins, D. R.	2,400.00	Pens. 110	Remmert, F. J.	2,400.00
Pens. 1721	Long, H. V.	2,400.00	Pens. 1055	Stewart, J. S.	2,400.00	Pens. 301	Courtney, H. E.	2,400.00	Pens. 110	Rhodes, W. G.	2,400.00
Pens. 1723	Farrell, J. R.	2,400.00	Pens. 1057	McCluskey, J. L.	2,400.00	Pens. 301	Davis, J. E.	2,400.00	Pens. 110	Richards, H. A.	2,400.00
Pens. 1734	Emery, E. L.	2,400.00	Pens. 1076	Johannsen, A. C.	2,400.00	Pens. 301	Drenner, D. V.	2,400.00	Pens. 110	Richardson, D. H.	2,400.00
Pens. 1749	Boyer, H. E.	800.00	Pens. 1128	Stroud, W. T.	2,400.00	Pens. 301	Dunn, J.	2,400.00	Pens. 110	Richardson, W. M.	2,400.00
Pens. 1760	Cox, L.	2,400.00	Pens. 1159	Kluepfel, J. F.	2,400.00	Pens. 301	Eyles, D. A.	2,400.00	Pens. 110	Schmidt, R. E.	2,400.00
Pens. 1760	Newton, H. C.	2,400.00	Pens. 1186	Uemoto, C.	2,400.00	Pens. 301	Flagg, E. W.	2,400.00	Pens. 110	Smith, M. W.	2,400.00
Pens. 1768	Smith, R. B.	2,400.00	Pens. 1231	Ashdown, C. A.	2,400.00	Pens. 301	Friouf, W.	2,400.00	Pens. 110	Thomas, W. R.	2,400.00
Pens. 1769	Martin, R. E.	2,400.00	Pens. 1249	Atkinson, M. E.	2,400.00	Pens. 301	Frost, R. W.	2,400.00	Pens. 110	Trull, C. P.	2,400.00
Pens. 1770	Kelly, O. B.	2,400.00	Pens. 1259	DeGood, H. B.	2,400.00	Pens. 301	Greene, S.	2,400.00	Pens. 110	Turchak, W.	2,400.00
Pens. 1796	Johnson, M. C.	2,400.00	Pens. 1319	Kielan, W. F.	2,400.00	Pens. 301	Gulman, A. C.	2,400.00	Pens. 110	Walker Jr., H.	2,400.00
Pens. 1804	Gibson, W. G.	3,339.50	Pens. 1340	Lightfoot, F. L.	2,400.00	Pens. 301	Harrison, J. T.	2,400.00	Pens. 110	Welch, W. H.	2,400.00
Pens. 1806	Knapp, J. P.	2,400.00	Pens. 1362	Mills, A. E.	2,400.00	Pens. 301	Hibberts, L. C.	2,400.00	Pens. 110	Wells, D. M.	2,400.00
Pens. 1813	Jones, E. M.	2,400.00	Pens. 1377	Bulder, J. F.	2,400.00	Pens. 301	Hill, W. F.	2,400.00	Pens. 110	Williams, G. M.	2,400.00
Pens. 1814	Rancelli, M. C.	2,400.00	Pens. 1377	Miker Jr., J. J.	2,400.00	Pens. 301	Hollister, W. E.	2,400.00	Pens. 110	Wisenor, L. S.	2,400.00
Pens. 1817	Kaufman, S.	2,400.00	Pens. 1393	Krebs, A. R.	2,400.00	Pens. 301	Hornberger, F. P.	2,400.00	Pens. 110	Yearout, R. M.	2,400.00
								Total Amount		\$1,403,933.02	

**International Brotherhood of Electrical Workers Pension and Death Benefit Payment Report June 1995**

**Number admitted to pension last month** 420  
**Total number on pension** 90,633  
**Total pension payments last month** \$ 5,332,200.52  
**Total pension payments last 12 months** \$ 63,787,709.63  
**Death benefits paid last month** \$ 1,403,933.02  
**Death benefits paid last 12 months** \$ 16,248,319.75

**IBEW PENSION BENEFIT FUND**

**NATIONAL ELECTRICAL BENEFIT FUND**

381  
64,733  
\$ 25,433,390.76  
\$ 296,824,606.00

**INT'L REPRESENTATIVE MOURNED**



**John W. Mitchell**

The Brotherhood is saddened to announce the death of Fourth District International Representative John W. Mitchell on June 26, 1995. He was 57 years old.

Brother Mitchell was born April 14, 1938, in May's Lick, Kentucky. He was initiated into Local 1347, Cincinnati, Ohio, on June 31, 1957, where he worked as a lineman for the Cincinnati Gas & Electric Company. Brother Mitchell served as recording secretary and business manager-

financial secretary of his local, and was also a member of the local's Executive Board and Examining Board. Within his local, he served on the Negotiating, By-Laws, Safety, Building Fund, Picnic and Social Committees.

On April 1, 1976, Brother Mitchell was appointed an International Representative and assigned to the Fourth District staff. His participation on labor-related committees included work with the AFL-CIO United Way Committee, the Cincinnati Labor-Management Committee, and the

National Council on Alcoholism. He was active on the Boone County Retarded Children's Association. From 1955 to 1960, Brother Mitchell served in the U.S. Army and in the U.S. Army Reserves. He attended Northern Kentucky State College and Thomas More College, and he was an avid sportsman.

Surviving him are his wife, Barbara; five sons, John Jr., Jeffrey, Jason, Jared, and Joshua; and six grandchildren. The entire Brotherhood, and his many friends, extend their deepest sympathies to his family. He will be greatly missed.



# Stand UP



**A Real Voice on the Job**

**N**ewt Gingrich and others in Congress want to trample your democratic rights by letting employers control worker organizations. That way employers would be free to cut wages, slash benefits, and reduce job safety and no one would be left to stand up for workers.

H.R. 743, the so-called "TEAM Act," would let management create phony unions and fake employee committees. The bill would allow management to hand pick the leaders of these groups and then act as if these non-elected puppets were the voice of workers.

**Here is what you can do to stop this attack on our union:**

- ★ Register to Vote Today!
- ★ Call or Write your U.S. Representative and tell him or her to vote NO on H.R. 743!
- ★ Ask your Local Union how you can get involved in IBEW-COPE!
- ★ VOTE in every election!

The Men and Women of the  
AFL-CIO—Leading the Fight for  
America's Working Families

# Newt Gingrich Wants to Muzzle Your Voice in the Workplace

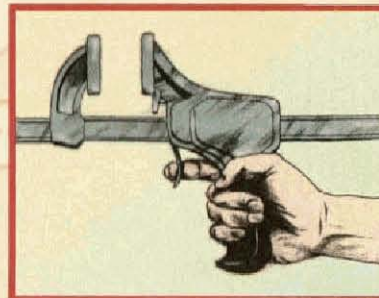
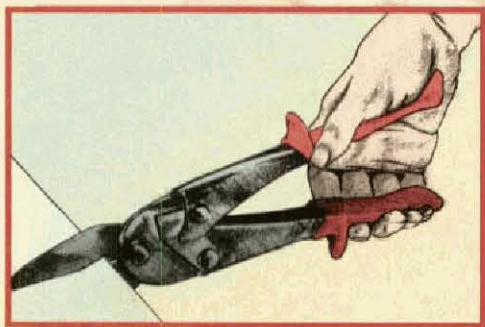


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**MAKES JOBS SAFER • MAKES WORKERS MORE PRODUCTIVE**

# ERGONOMICS

*Fit the job to the  
person, not the  
person to the job.*



*Design the job and  
the equipment to  
be user friendly.*



*Work smarter—  
not harder!*



**A Monthly  
IBEW Safety  
Reminder**