

April 1996

IBEW

JOURNAL

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J.J. Barry, International President

War to Save Middle Class Will Be Fought One Battle at a Time

The productivity of workers in the United States is the highest it has been in ten years.

Wall Street breaks new records routinely.

Corporate profits are at record highs.

Real wages in the United States have declined since 1970.

Some seven million jobs have been chopped by corporations in the past ten years.

The richest 20 percent of Americans enjoyed 98.8 percent of the wealth generated by real economic growth in the 1980s. The rest of us got 1.2 percent.

AT&T—which has now split into three corporations—announced right after the new year that it would cut 40,000 jobs this year.

Companies that announce massive layoffs are usually rewarded with a short term jump in the value of their stock.

What's wrong with this picture?

What's wrong is that the middle class in this country is being squeezed, and squeezed hard. I use the term "middle class" in the broadest sense, including all who work for a living, even the working poor, of whom there are more each day.

Any IBEW member who has even glanced at this space, this magazine, or anything else put out by organized labor over the past year knows or has heard fighting words about the threat to working families. Anyone who has eyes to see and ears to hear knows that the middle class is getting hurt. What is different in 1996 is that the media has finally caught on. Even publications oriented to business are featuring such stories.

As noted in this space last month, the fate of the Amer-



ican worker has become a hot topic on the political campaign trail—in the Republican primaries. This topic won't go away by November; it will most likely be the core issue in this election year. The solution, however, can be, at best, only partly achieved through the political process.

Several legislative proposals are on the table—being advanced by House Minority Leader Richard Gephardt, among others—to reward good behavior (providing pension and health benefits, offering education and training) and punish bad behavior (massive layoffs, excessive executive salaries) on the part of corporations through use of the tax code and the awarding of government contracts. These measures are commendable and certainly worthy of consideration. The truth, however, is that government action alone will not reverse the trend. That can only be done by workers in the United States, Canada, and other nations as well.

The battle to preserve living standards starts with each of us. It is fought every day at the bargaining table, in organizing campaigns, in legislative and political action, and in the efforts made by countless IBEW local leaders and stewards to make working conditions better and safer for our members. The standard of living goes up only when working people, acting in unity through their union, fight to improve it. Every victory for union members, no matter how small, helps raise living standards. Every setback lowers them.

None of us, no matter how well we may be doing at the moment, lives in a vacuum. What affects one worker will surely have ripple effects that touch all. The existence of a large, nonunion work force anywhere hurts wages, benefits, and work life everywhere.

Our union remains our best hope for a more secure future for ourselves and our descendants. When we tap our collective strength and talents through our union—especially by engaging in organizing

the unorganized—we are striking a blow for economic justice and dignity. In the long run, our union is our only hope.

The theme of economic justice and what we can do to advance it is one that will be addressed constantly in the *Journal* this year. We are in the midst of a historic fight for the direction of North America. It is a fight that will demand everyone's best.



As many as 25,000 building trades members rallied in California in February to protest Gov. Pete Wilson's attempts to gut the state's prevailing wage law. The rally was but one example of how union members are fighting to preserve their standard of living.

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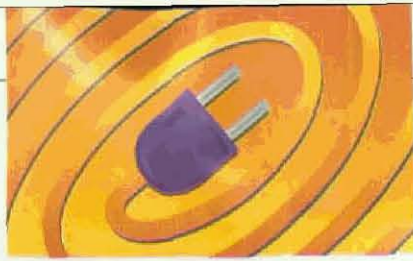
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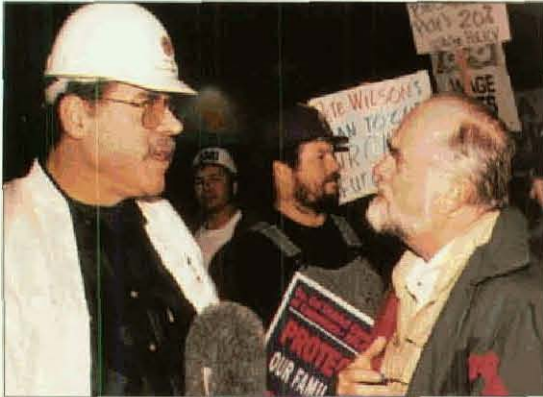
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IBEW CURRENTS



Business Manager Brian Benefield of Local 11, Los Angeles, California, talks to a reporter at the Los Angeles rally protesting proposed cuts in the state's prevailing wage law. (Another photo of the rally appears in President Barry's column on the inside front cover of this issue.)

Fighting for Living Standards In California

"We're hard working families trying to live a decent life, take care of our kids, have some health and retirement security and feel safe in our homes and communities.

"We don't want a handout from the government or anyone else. We just want the chance to work for an honest day's pay.

"Gov. Wilson, why would you want to take this away from us?"

These words were part of the official message of thousands of members of the building trades unions in California who rallied in Sacramento on February 14 and then in Los Angeles on February 26 to protest attempts by Gov. Pete Wilson (R) to gut California's prevailing wage law. IBEW members from numerous locals in the state were a major part of the demonstrations which protested the potential 20-percent pay cut that the proposal would inflict on building trades workers.

The workers heard from numerous union leaders and public officials and made it clear that they would not sit by and accept yet another attack on the living standards of working people. The California Building and Con-

struction Trades Council noted that the state's prevailing wage law guarantees fair pay by requiring that contractors on all state-funded construction projects pay a wage that

reflects the industry average in a given area. The Council questioned why the Governor would want to overturn a law that has provided decent wages and benefits for California's construction workers while ensuring that taxpayers receive the best value and quality on public works projects.

What was Governor Wilson's reaction to the demonstrations on behalf of working families? He called the building trades' members "labor thugs" in a prepared statement.

The Fighting Seabees

Two IBEW brothers who served in the Seabees wrote to take issue with a recent Currents item (see "A Gift from Heaven," p.4, *IBEW Journal*, January/February 1996), which mentions the U.S. Navy's construction division.

In our piece about deceased member Daniel Glenn, who left his estate to the IBEW, we mentioned that Brother Glenn, born in 1905, joined the Seabees at age 15. Brothers William S. Haenlin and Charles S. Smith, both Seabee veterans, told us that such a thing would be difficult since the Seabees were not created until 1942.

Both brothers are right, but the *Journal* was not wrong.

The name Seabees is a take-off on the initials "CB," which stands for construction battalion. The Navy did have a construction battalion in place during and after World War I, but it was not formally established as—nor known as—the Seabees, which was in fact formed in 1942. We should have said that Brother Glenn served in the forerunner of the Seabees. We thank Brothers Haenlin and Smith for setting the record straight.

Correction

In the article, "Stamp Drive for Veterans" in the March issue of the *IBEW Journal* (p.22) Brother Stanley Haber of Local 363 is on the right in the accompanying photograph, not on the left as stated in the caption.

For the Record

Union members, like all good citizens, want information in order to make informed decisions in the polling booth. Here is some information that all IBEW members should know.

In a recent letter to the National Right to Work Committee, perhaps organized labor's worst enemy in the United States, Sen. Lauch Faircloth (R-NC) praised Senate Majority Bob Dole (R-KS) for his leadership in supporting a bill to make right-to-work the law of the land. Sen. Faircloth also noted Sen. Dole's key role in sustaining the filibusters that prevented a vote on the striker replacement bill four times. Sen. Dole, the presumptive Republican nominee for President of the United States, recently stated in writing that "It is my intention to have a floor vote on the National Right to Work bill (S. 581) after completion of [committee] hearings."

Stay tuned.



Smile if You Like Arbitration

Above, these members are participants in the recent IBEW Sixth District Arbitration Institute held at the University of Illinois in Champaign-Urbana. The program, presented in conjunction with the university's Institute of Labor and Industrial Studies, helps local union leaders learn to prepare for, and be successful in, arbitration hearings. Some 23 members from eight locals in the Sixth District completed the course.

There Is A Cure For The Summer Time Blues

As part of labor's efforts to make a difference for working people in North America, the AFL-CIO is sponsoring a new initiative called Union Summer which will seek to harness the energies and talents of young people for the cause.

Union Summer will enlist young people, ages 17-30 to assist in organizing campaigns and political action efforts across the United States during the months of June, July and August. The federation is accepting applica-

tions for Union Summer now. Applicants accepted for special three-week placement will be provided a stipend of \$210 per week, training, and housing as they work on assigned campaigns. Applicants not accepted for the three-week programs will be encouraged to participate in Union Summer activities taking place in their home areas.

For more information, contact the Union Summer program at 1101 14th Street, N.W., Suite 320, Washington, D.C. 20005. Or call them at 1-800-952-2550. See also the back cover of this magazine. ■

TRANSITIONS



RETIREMENT

Director Freddy J. Allen

Director of Industrial Organizing Freddy J. Allen announced his retirement from the IBEW, effective March 1, 1996. He was initiated into IBEW Local 801, Montgomery, Alabama, on February 14, 1960, where he served as vice president and Executive Board member in 1962; as president of the local in 1964; and as business manager in 1968. And for three years, beginning in 1975, he served as business manager, System Council U-19, Alabama Power Company. Committees within his local on which he served were the Grievance and Negotiating Committees. On May 1, 1979, Brother Allen was appointed an International Representative, and assigned to the Organizing Department.

Brother Allen was subsequently appointed Director of Utility and Telecommunications Organizing on August 1, 1992; then on May 16, 1995, was appointed Director of Industrial Organizing.

Brother Allen's military service was in the U.S. Air Force. His favorite pastimes include a round of golf, a game of tennis, or hunting and fishing. The IBEW wishes "Freddy" a long, enjoyable retirement with his wife, Naomi. ■

Next Month in the JOURNAL



"The Road to November" First of a series laying the groundwork on issues facing U.S. workers in the 1996 national elections.



Report on the Telecommunications Conference.

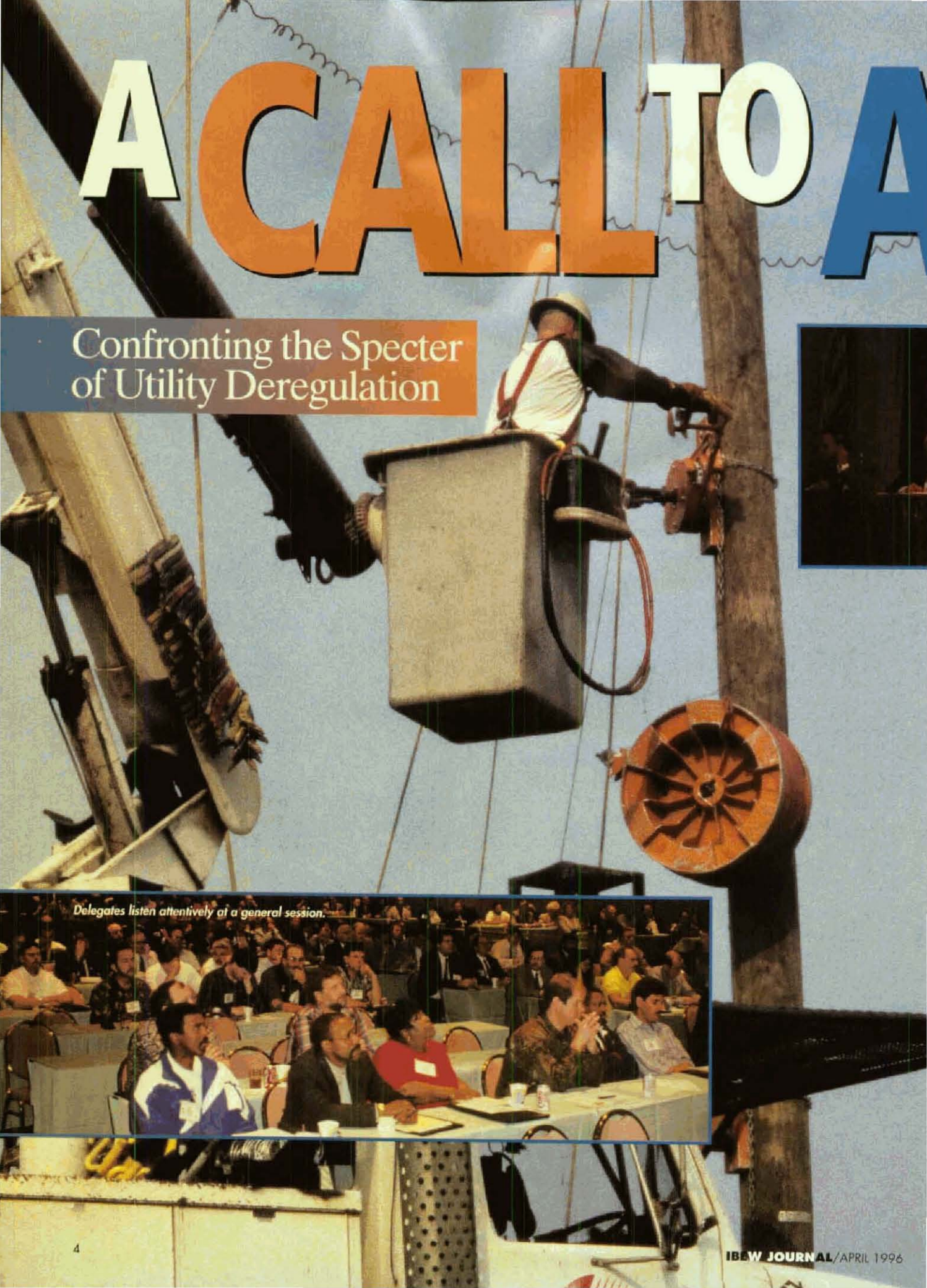
Electrical Workers Minority Caucus addresses the issues.



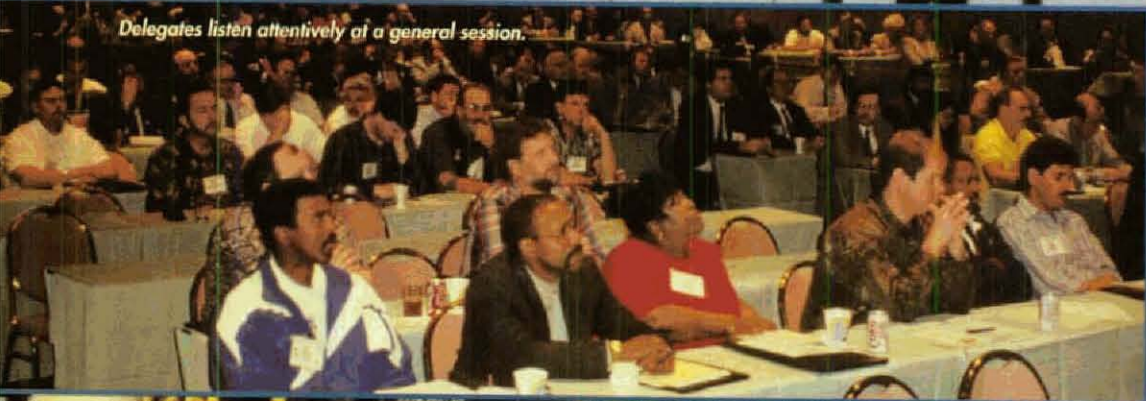
"America's Work Force" A radio show where unions and pro-labor voices can be heard!

A CALL TO A

Confronting the Specter
of Utility Deregulation



Delegates listen attentively at a general session.



CTION

Below, at the opening of the general session of the 1996 Utility Conference, IBEW Utility Department Director James Dushaw (at podium) introduces the Officers and guests. From left (front row) are: International Vice Presidents Ken Woods, First District; Paul Laughran, Second District; Jeremiah O'Connor, Sixth District; Carl Lansden, Twelfth District; Melvin Horton, Fifth District; Paul Witte, Fourth District; International President Barry; International Secretary Moore; International Vice Presidents Edwin Hill, Third District; S. R. McCann, Ninth District; Jon Walters, Eighth District; Ray Edwards, Eleventh District; and Orville Tate, Seventh District. Back row, from left, are IEC Chairman Clyde Bowden; IEC members Frank Carroll, Second District; Lance Blackstock, Fourth District; Lyle Keith Querry, Fifth District; and Alan Head, Sixth District.



The devastating effects of deregulation, mergers and takeovers—that have resulted in tougher bargaining, layoffs or threats of layoffs, and attempts to “outsource” jobs—have been part of the economic landscape of North America (and the world) for more than a decade. For the past three years, the impact of the Energy Policy Act of 1992, which changed many of the longstanding rules that had governed the utility industry, has been felt by IBEW members employed in the industry. (See U.S. Utilities At A Crossroads, Part I, March 1995; Part II, April 1995, in the *IBEW Journal*.)

At the IBEW 38th Annual Utility Conference, held in two parts from January 22–26, 1996, in Los Angeles, California, delegates who came from utility locals across North America heard about the latest developments and shared experiences, information

and strategies. In workshops, general sessions, and literally hundreds of conversations around the hotel, IBEW local leaders learned and talked about what must be done in the ongoing battle to maintain stability, jobs, and opportunity in the modern utility industry.

In discussions led by Utility Department staff and outside experts, delegates also addressed specific industry issues such as work force reductions and utilities service alliance; Medicare; managed care; fire-retardant (FR) clothing (OSHA Update); utility mergers; *IBEWnet*; and pay for performance. Workshops also addressed issues specific to workers in the electric, generation, clerical, and gas sectors of the industry. For the first time, a workshop on communications was offered in which delegates learned about ways to communicate effectively with their membership, the media, and the community and heard about success stories that locals have used in conveying their message.

Two key points emerged from the conference. First, delegates heard of a budding movement in the U.S. Congress to jump start the deregulation

through legislation that would preempt the regulatory authority of states and impose new rules on the electrical industry at the national level. With forces in control of Congress who are sympathetic to this approach, this is a threat that must be taken seriously. (See box on page 7.)

Second, International President J.J. Barry announced that a special committee will be formed, consisting of selected national leaders, staff, and local leaders from each IBEW district, to assess the current state of the utility industry and develop a comprehensive strategy for the IBEW to pursue in achieving its goals. This announcement was met with a resounding ovation by the delegates.

This year's Utility Conference was held in one location and divided into two parts. Delegates from the first, fourth, fifth, eleventh, and twelfth districts were present the first two days for workshops and general sessions. Delegates from the second, third, seventh, eighth, and ninth districts attended the same sessions over the last two days of the conference. All delegates were present for the general

(Continued on Page 6)

(Continued from Page 5)

sessions on Wednesday, January 24.

On that day of the Utility Conference, President Barry spoke of the problems the IBEW faces in the utility industry. He noted that some members have seen hundreds of jobs cut; others have seen their companies involved in mergers or takeovers. He cautioned that "The proponents of the free market, whose consciences are untroubled by such 'annoyances' as job security, community well-being, or social concerns, have turned their attention to utilities." (A summary of President Barry's remarks to the conference appears on this page.)

International Secretary Jack Moore stressed the importance of political involvement by IBEW members in 1996. He catalogued the threats to worker security posed by the Gingrich Republicans, and said that IBEW members cannot afford to turn complete control of the U.S. government over to their ilk. He urged continued support for IBEW-COPE, but added that direct grass roots involvement by the membership will be more important than ever in the drive to elect pro-worker candidates to public office.

Three special guest speakers—Don Vial, senior advisor for California Foundation on the Environment and the Economy; State Senator Steve Peace, Chair of the Senate Energy and Communications Committee; and Regulatory Consultant John T. Coughlin, a former Wisconsin public utility commissioner—addressed the delegates. The speakers then hosted an informal question and answer period.

In other general sessions reconvened, delegates participated in a general discussion of the issues raised in the workshop sessions. Most found that they were experiencing the same problems, and the interaction brought out points and strategies that were helpful to the group. There was a strong sense of purpose at the workshops—a camaraderie that says, "We're in this for the long haul, and we will work together to develop comprehensive strategies to address any threats to our livelihood." ■

International President J.J. Barry addressed the Utility Conference, where he announced formation of a special body of appointed representatives of utility locals from each IBEW district to address the issues affecting industry and to develop elements of a comprehensive strategy. The following is excerpted from his speech:

Some youngsters in my family watch this show on television called, *Hercules, the Legendary Adventures*.... It showed the tale of Hercules fighting the Hydra—a serpent-like beast that had eight or nine heads.... Every time Hercules would cut off one head, two more would grow in its place. And sitting there, I thought: This is like dealing with the modern-day utility industry.

What exactly are we up against in the utility industry today? For the past three years, our utility conferences have focused on the challenges brought on by deregulation. In 1993, the storm clouds were visible...Some of you have [seen the results].

By every measure, the IBEW has been a success in the utility industry. And it is because of that past success that the problems we face are especially acute. Why? Because some of our members refuse to accept that their way of life may be about to change abruptly, and for the worse. It's true both among those who have not yet felt the waves of change sweeping over them and of those who survived the first crash. Those who are comfortable don't see the problem....

I'm here to tell you today that we must face up to the forces on the right wing that want to promote rapid and irresponsible change in the utility industry. They are attempting nothing less than to destabilize the industry for their own gain. They see the figures which show that utility workers are among the best compensated on the continent—that's too much money in the hands of work-

ers, and there's too much capital simply lying there doing nothing. Nothing for them, that is.

First and foremost, we must unite and take a strong and positive action to confront the deregulation challenge and shape the future of IBEW members; we must organize the unorganized. We are not going to win this fight if we don't face facts. And the fact of life for working people in 1996 is this: If we don't seize control of where we are going, then we will get what is coming. And what is coming is usually unemployment or underemployment for those who are not prepared to act.

The only rational approach to the irrationality of the modern day utility industry is to act with unity of purpose and vision. We must bring into play the same combination of intelligence, guts,

and energy that have always formed the trademark of the IBEW.... First, we continue to monitor all developments in Congress affecting the utility industry, and lobby hard on behalf of our members. Second, International Secretary Moore and I will review ways in which we may be able to leverage the utility holdings in our pension funds to accomplish our goals... We will also redouble our educational efforts in 1996... which have borne great fruit in recent years....

Organizing goes further than bringing in new members. It also means organizing internally in your local or system council.... Once your organizing culture is in place in your own local, you are far better prepared to accomplish the many tasks vital to representing our members in today's and tomorrow's industry....

We know what we have to do. Let's use this conference as an opportunity to share our best ideas. We know that we have all the tools to make it happen. Let's make 1996 a year of action—a year in which we live up to the great traditions of the IBEW. ■

Our Fight FOR THE Future OF THE Utility Industry



President J. J. Barry



The following is the text of a letter sent by President Barry to every member of Congress concerning legislative initiatives to deregulate the utility industry nationwide in the United States:

"I am writing to you on behalf of the 800,000 members of the International Brotherhood of Electrical Workers (IBEW), to express our concern over various proposals to restructure the electric utility industry. Over half of our members build, maintain and operate the electric utilities of our nation and yes, like you, are consumers and ratepayers.

As you may know, some members of Congress have introduced, or announced their intention to introduce, proposed legislation to impose a dramatic federal restructuring of the electric utility industry.

The IBEW is **strongly opposed** to such legislation, for the reasons set forth briefly below.

Federal legislation to deregulate and restructure the electric utility industry is an answer in search of a problem. Businesses and consumers in the United States already pay electric rates which are among the cheapest in the world. Just as important, the reliability and safety of America's electric utility system is unparalleled. *Is there really a need for federal action?* We think not.

The pressure for restructuring of the industry emanates principally from one source—large, energy-intensive industries whose goal is to enrich their own bottom line. While we understand the motives of these entities, we do not understand why Congress should undertake legislation designed to reduce costs for these companies, while at the same time causing potentially higher rates for residential consumers and small businesses. No one to date has been able to demonstrate that restructuring of the electric industry will not harm such customers.

The electric utility industry is already in the throes of transformation to a more competitive system, in part as a result of the enactment of the Energy Policy Act (EPAAct) of 1992. That statute, enacted by Congress after years of debate and careful consideration, provided for increased competition at the wholesale

level, which has compelled utilities to lower costs, mainly through work force reductions. The negative impact of such work force reductions, while obviously severe on the thousands involved, has also been increasingly felt in terms of deteriorating system reliability and safety—and we will realize more as time goes on.

Now, however, some are saying that the federal government must proceed to intrude into areas until now reserved to the states, and mandate that the states provide for retail competition. We do not believe that advocates of retail competition are acting in the best interest of all consumers. Further, we strongly object to the imposition of federal jurisdiction in an area where state regulators have been empowered to act with the recognition of the important regional and local characteristics of the retail provision of electricity. In short, federal action here is neither necessary nor desirable.

Finally, we must take note of the impact such legislation would likely have on our members. The electric utility industry has provided a source of stable, good quality employment based on worker training and skills required to meet utilities' obligations to provide service reliability within franchised territories. Utilities, in the face of competition, have moved to drastically cut employment costs and also argue that they must be compensated for the assets they own which have been "stranded" by the transition to competition, since those assets were put in place as part of a regulatory compact involving the obligation utilities had to provide service. Employees who have entrusted their careers to the industry are just as entitled to be favorably considered in the transition as are power plants and contracts.

For all these reasons, we strongly urge you to not to support any legislation that will further deregulate the electric utility industry. No legislation can or should be enacted without careful consideration of its impact on reliable electric service, on costs for all electricity consumers, and on the working men and women of the electric industry.

IBEW's Voice Heard ON THE Hill

Telecommunications Reform Act Opens The Floodgates, But to What?



You come home from work on a cold, dark, December evening. You open the door to your home and find the lights turned on, the heat at a comfortable temperature, and soothing music playing in the background. Has your spouse planned a special evening? Are the kids being especially kind to you? No. Before you left work you placed a phone call to your home computer turning on the heat, the lights, and the music.

After dinner, you sit in your favorite easy chair and turn on the television with your remote. The screen lights up showing you a menu of services that are available for your evening enjoyment. What would you like to do this evening—watch the first run of a popular movie from the movie-on-demand channel, learn about the latest new technologies from the education channel, make that dentist appointment you've been putting off, or plan your next vacation? You decide to play an interactive video-

game and pick up the phone to dial in your choice.

All this has been or will be made possible through your phone line or cable television line, and the technology to do this is available today. The burning question for IBEW members is: will the sweeping changes mean mass job opportunities or further job erosion? The answer is: nobody knows.

The recently passed Telecommunications Act of 1996 enables you to choose how you will receive communications services. This is the first major rewrite of the Communications Act of 1934. Phone companies can now provide you with cable TV services and vice versa. Long-distance companies are now allowed to sell you local phone service and local phone companies can sell you long-distance service. Even your local utility company can supply these services! And it can all be put on one monthly bill.

The long awaited Telecommunications Act was passed with much fan-

fare and hoopla in early February. It has been hailed as the "greatest jobs bill of the decade." Some say that it will create greater competition among telecommunications providers, resulting in lower cost and better service for consumers. Pessimists feel that it will cause the demise of some telecommunications companies and create an industry dominated by a few powerful corporate giants.

The purpose of the act is to foster competition among telecommunications providers by creating companies that can furnish combined services including local phone service, long-distance service, and cable television. State and federal laws and the courts governed the services that were provided to us by phone and cable companies. This act breaks down barriers created by those laws so that new services and technologies can create a more efficient and user-friendly line of communication at a competitive price—at least, that's the theory behind it all.

What the Telecommunications Act Does

The Telecommunications Act of 1996 is the first major rewrite of the Communications Act of 1934. With the passage of this act, communications companies are no longer restricted from entering other types of telecommunications businesses.

Local Telephone Services

The seven regional Bell operating companies (RBOCs) must allow competitors to use their local networks. New companies entering their areas would be required to reciprocate. Several interconnection requirements are mandated by the act. Local exchange companies (LECs) must allow their services to be resold. Dialing must be as easy for competitors' customers as it is for the LEC's own



customers. Individuals and businesses must be allowed to keep their phone numbers if they change services. Rival phone companies must be given access to poles, conduits, and rights of way.

In rural settings where interconnection requirements might not be economically feasible, the LECs are exempt from some requirements until a state utility commission determines it is technically possible to comply without economic hardship and that it is compatible with provisions requiring universal service for customers.

Universal Service

Under universal service requirements, local companies must offer a minimum group of services to customers. The FCC will determine the standard for the types of services

that will be provided to all parts of the country. As technology changes and improves, the FCC can change the types of services provided.

A joint panel of federal and state regulators must be convened by the FCC within thirty days of enactment to determine the standards of services which will be offered.

Fees for universal services must be "just, reasonable, and affordable." Companies considered essential in providing these services will be able to receive subsidies.

Long-Distance Services

An RBOC will be able to offer long-distance services immediately to customers outside its service area.

(Continued on Next Page)



The new law allows cable television companies into the telephone market, telephone companies into the cable television market, long-distance phone companies into the local phone market and vice versa. It also changes regulations for television, radio and utilities. It addresses issues like unacceptable material on TV and in cyberspace. (See page 11 for more details.)

The act could create better job opportunities for our highly skilled work force. Since the market has been thrown open to competition, many companies will be creating subsidiaries to provide new services. That means more job possibilities for our members. The IBEW is also presented with a golden opportunity to spread the union message and expand membership so that we can raise our wages and benefits and create better working conditions for all our members. The challenge is to ensure that the expanding sectors of the telecommunications industry do not take on a nonunion culture.

The IBEW Position

The IBEW addressed concerns about the act with members of Congress during its consideration.

The new law requires regional Bell operating companies (RBOCs) to establish separate subsidiaries before entering into other communications areas. The major objective of this new bill is new, long-term, well-paying jobs. These must become IBEW jobs.

The IBEW is concerned that there will be a greater concentration of broadcast ownership, but since stations have been bought and sold with regularity under the 1934 act without drastically affecting the work force, at this time there is no reason to believe that the act will cause changes in this area.

The IBEW opposed the deregulation of cable television rates but supported provisions for the establishment of a board to oversee a universal service fund.

The Effect on the IBEW And Its Members

The Telecommunications Act will have an effect on all members of our union, the question is, will it be positive or negative? It appears to be too early for definitive answers.

Telecommunications

The telecommunications industry has been under constant change as the industry evolves. This evolution will probably continue under the new act. New job opportunities could be available to IBEW members as new companies are formed, presenting us with new challenges in organizing and job training. It is important that the IBEW continue its union role in the telecommunications industry and that our members not allow a nonunion culture to take root.

New areas of communication, such as the wireless industry with its con-

(Continued on Next Page)

(Continued from Page 9)

RBOCs will be able to offer long-distance services to customers inside their regional service area once they have demonstrated that they have opened their networks to local competition and that effective competition exists. The RBOC must perform a 14-item checklist of actions. Services such as telephone directory listings and operator services must also be made available to people who subscribe to a competing phone service.

If an RBOC and a long-distance company decide to jointly market long-distance services, a separate subsidiary must be established. RBOCs are allowed to manufacture telephone equipment once they have been given permission to offer long-distance services.

Utility companies such as electric,

gas, water, and steam are allowed to enter the telecommunications market under the jurisdiction of state regulatory agencies and the FCC.

RBOCs can provide electronic publishing under a separate subsidiary and they can also provide on-line alarm monitoring services after five years, unless they are already in that business.

Cable Television

In the cable television arena, all types of service except the most basic will have the federal rate caps removed in three-and-a-half years. Deregulation may also take place when phone companies offer competing services. In small communities the rate cap will be removed immediately.

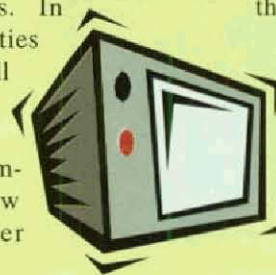
Telephone companies are now allowed to offer

video services. Companies providing video services are regulated according to the transmission medium (cable or wireless) used.

Telephone companies are also allowed to buy cable television companies in their service areas. The system must serve no more than 50,000 homes and be in a rural area. Unless the FCC grants a waiver, larger systems are limited to 10 percent ownership. Cable companies may also buy phone companies.

Television Station Ownership

Prior to the passage of this act, a single TV company was limited to owning stations that reached no more than 25 percent of the market in a given area. That limit has been raised to 35 percent. In a single community, the FCC is required to consider changing other limits on ownership. Networks cannot buy one another, but they are allowed to own cable systems.



stant technological changes, will mushroom and expand the scope of our members jobs and skills. We need to be sure that our members are at the forefront of this technological boom and that IBEW members become a vibrant part of this new industry.

Technological changes in communications not only cause differences in the services provided, but also cause changes in the infrastructure that delivers them. This presents an opportunity for the Construction and Telecommunications branches of the IBEW to work together to further our mutual union interests.

Construction

Miles of fiber optic cable will be laid in new service areas. We need to aggressively pursue this area of job opportunity to be sure that cable is installed by IBEW members. Special agreements to build the infrastructure, such as the MCI/AT&T partnership, should be solicited. (See the *IBEW*

Journal, June 1995, "Giving the Information Highway an IBEW Label," pp. 8-11.) Those in the construction branch have a unique opportunity with the NETCOM agreement recently negotiated between AT&T and the IBEW. This agreement should serve as a model for other companies that want a skilled, productive work force available to install fiber optic materials.

Utilities

The act allows utilities entrance into the telecommunications business. Indeed, some electric utilities are already offering services over fiber optic cable such as energy management services that itemize electric bills by appliance, allow heating and air-conditioning units to be turned on and off on a timer, and allow electric meters to be read from a central office. Other services, such as direct access to long-distance telephone lines, access to on-line computer net-

works, and television services—like pay-per-view movies, additional channel choices and interactive home shopping—can also be offered. It is easy to add an additional conductor cable, like fiber optics, as the basic electric supply service cable is being installed. Availability of these consumer choices could provide more jobs and additional organizing opportunities for our members.

Manufacturing

The rise of new technologies in telecommunications presents job and organizing opportunities for IBEW members in manufacturing.

A major boost in the field of television manufacturing will be the rise of high-definition television (HDTV). These television sets operate with digital technology and can serve as home communicators taking the place of such appliances as televisions, computers and video-telephones. The transformation of technology and

A television station is now permitted to own a cable company in the same area, or vice versa.

The term of television licenses is extended from five years to eight years.

The FCC has exclusive jurisdiction to regulate satellite television broadcasts.

Radio Station Ownership

AM and FM radio stations no longer have limits on the amount of stations a single company can own nationwide, but there are limits in individual communities. Broadcasters can use their frequencies for purposes other than television and radio, like interactive shopping and games. However, they will have to pay fees to the FCC if they do.

The term of radio licenses is extended from seven years to eight years.

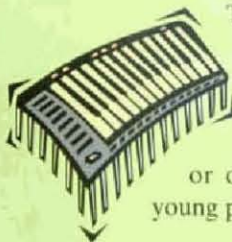


Spectrum Ownership

Congress will examine the issue of apportioning the electromagnetic spectrum needed for digital broadcasting. The debate centers around giving digital channels to broadcasters in exchange for their analog portions of the spectrum or selling it to them. Currently, the administration favors giving digital spectrum channels to broadcasters and selling the analog channels that these broadcasters trade for the digital channels.

Television Manufacturers

Television manufacturers are required to install a "v-chip" in new sets with screens 13 inches or larger. The v-chip allows viewers to block out programs that are considered too violent or objectionable for young people. The televi-



sion industry has one year to develop ratings for sex and violence that is electronically broadcast. The FCC can draft ratings if the industry does not do so.

On-line Computing

The legislation carries a provision setting punishments for those who knowingly transmit information to minors via on-line computer network that is considered indecent. The act also includes provision for a legal defense fund for services to Internet access providers who make a good faith effort to block indecent material.

Congress also has gone on record in support of companies that design software that filters objectionable material from information available on-line.



products that will be available in the future is mind-boggling.

With the breakup of AT&T, the former corporation's manufacturing arm is now called Lucent Technologies, a company which could be a big winner as a result of this new legislation. IBEW locals in System Council EM-3 represent most of the production workers at Lucent. Lucent will be manufacturing telecommunications equipment that will be in high demand as telecommunications companies begin offering new services.

Broadcasting

It is difficult to predict the impact that this legislation will have on IBEW members in broadcasting. Mergers and buyouts, a constant occurrence in this industry, may or may not have an effect on our members. An important issue to follow is the solution that Congress decides upon in allotting spectrum space for new digital technologies. A letter from President

Barry to members of Congress stated, "It is our view that auctioning the digital spectrum could jeopardize the future of free television and prevent HDTV from ever being commercialized. In so doing, we could sacrifice our nation's hard-earned and fragile lead in digital video technology."

The Future: Opportunity or Chaos?

Many unionists believe that the changes brought about by telecommunications reform create a unique opportunity for the IBEW to organize those who are working in a nonunion setting. Many in business believe that these changes create an opportunity to use nonunion workers and eliminate unions altogether. The IBEW must prove that the latter is no longer an option for businesses that want a highly skilled, productive work force.

One point that businesses and unions agree upon is the need for education and training in the new areas of

telecommunications. This provides us all with opportunities for advancement and an opportunity to obtain higher skill levels. Specific skills are necessary for working with many of the new materials that are used in the telecommunications industry. Since the technology of this industry is constantly changing, those members who keep abreast with the changes will be in the best position to take advantage of new high-paying jobs.

There is little doubt that some companies will use the new, looser rules of the telecommunications industry to attempt to rid themselves of unions. In today's business climate, that comes as no surprise because it is exactly what has been happening in the industry for years. The advent of a new era in telecommunications, however, does hold out the promise of creating new jobs and increasing the demand for the products and services provided by IBEW members.

The challenge is there. It is up to everyone in the IBEW to meet it.



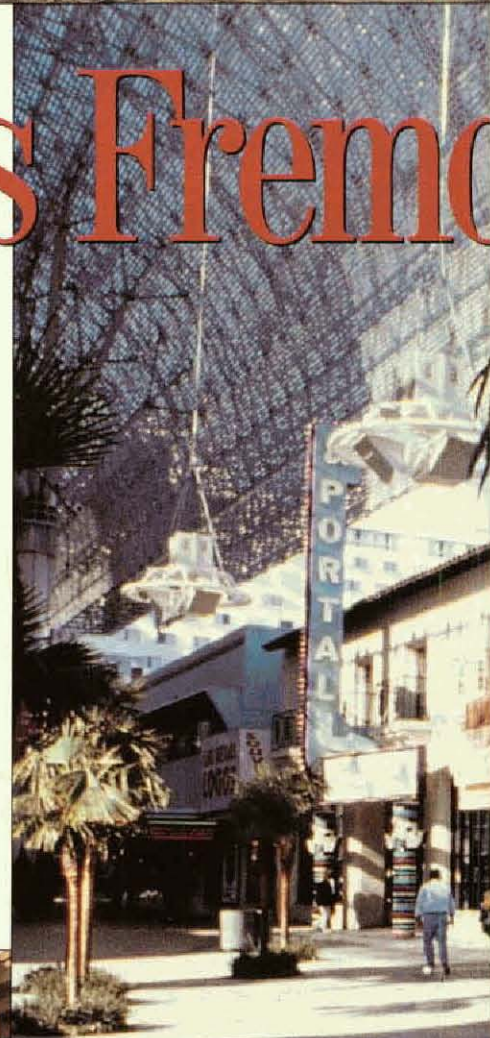
IBEW
Journeyman
Wiremen dig
trenches on
Fremont Street
into which
conduit is laid. The
conduit will be
fed into support
columns set
strategically
along Fremont
Street. The
conduit is run
into KVA trans-
formers that
supply power to
the canopy.



IBEW Sparks Fremont

“The members worked really hard, and did a fantastic job on this project...the results were staggering, and it amazed the local community. It’s attracting so many visitors, who are fascinated by the ‘Fremont Street Experience’,” said Local 357, Las Vegas, Nevada, Business Manager Carl Johnston. He was describing the spectacular electrically constructed canopy that arched over four blocks of Fremont Street in downtown Las Vegas.

At the unveiling of the \$70 million Fremont Street Experience, members of Local 357, who witnessed the sensational show, were proud indeed. It was their electrical construction and display work that produced the awesome display overhead. All of the lighting and electrical work—installation of wires, cables, and lights—was done by IBEW craftsmen. Union contractors—Mojave Electric and Fisk Electrical Contractors—employed Local 357 members for the one-and-one-half year project.



Workmen set the first column.





at Street Experience

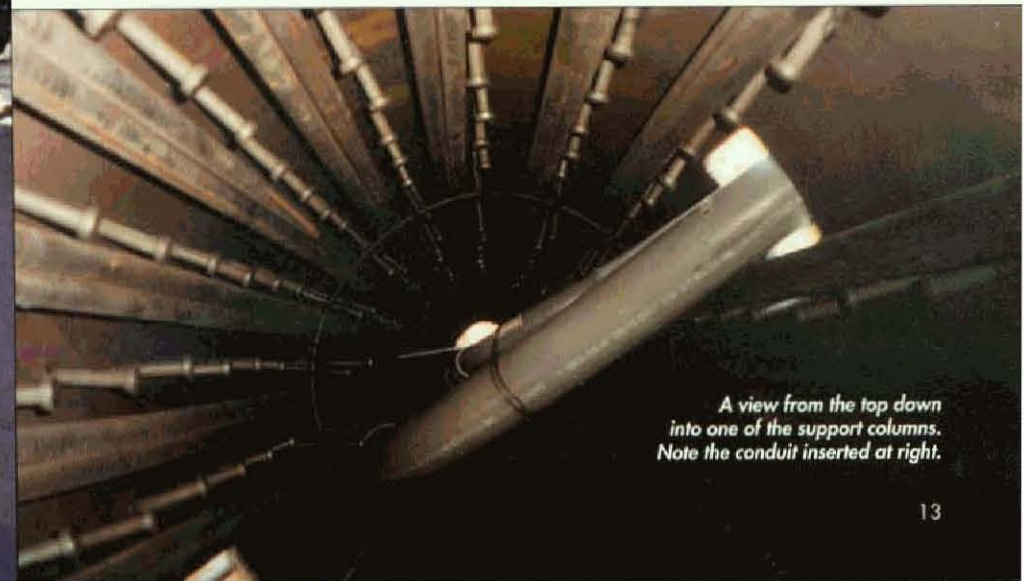
Thronged of spectators, visitors and gamblers at the opening looked skyward toward the brilliantly lit, 90-foot high, electrical signboard on Fremont Street, which had been transformed into a traffic-free pedestrian mall. They watched with astonishment the animated canopy with sound; hands were waving, fingers pointing, and every face expressed a sense of wonderment.

While the computer-driven light and audio show coursed across the illuminated canopy, the "oohs" and "aahs" nearly drowned out the sound of thundering hooves of the electronically conceived horses and buffalos running along the bright signboard.

In the seven-minute show, the melody, "Happy Trails to You," gave tourists who were in town for the rodeo championship a warm welcome. Visitors danced to the tune, "I've Got Spurs that Jingle, Jangle, Jingle...." When it was over, the crowd applauded vigorously.

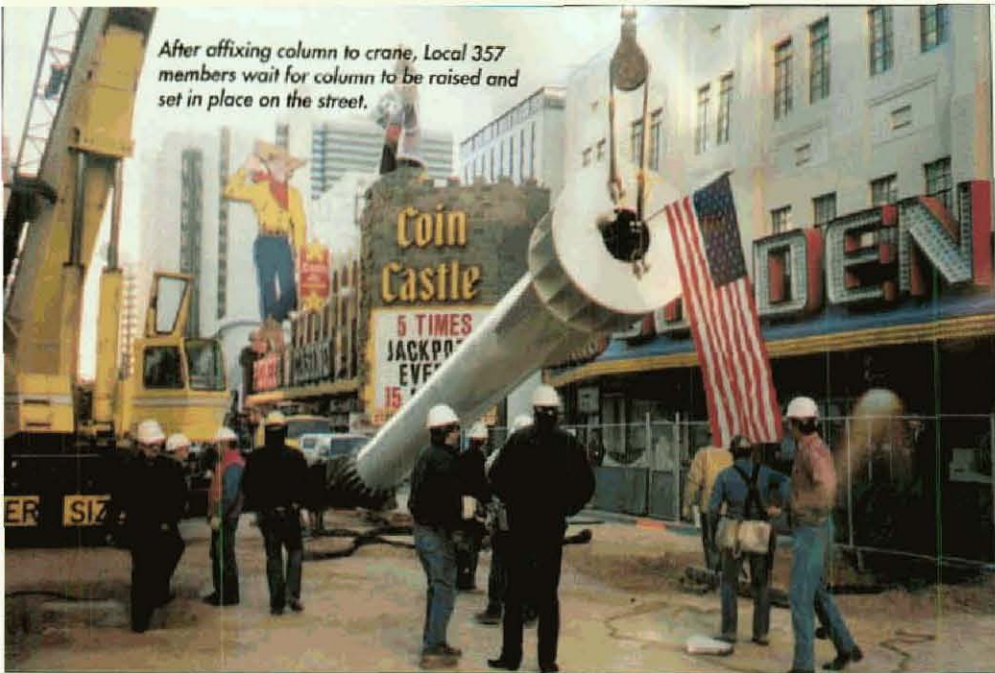
Business Manager Johnston recalls how downtown Fremont Street, better known as "Glitter Gulch," had grown stagnant, and casinos there were not drawing much business. Visitors went to the nearby boulevard of hotels and casinos, known as the "Strip," leaving Fremont Street nearly deserted, except for those seeking

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A view from the top down into one of the support columns. Note the conduit inserted at right.

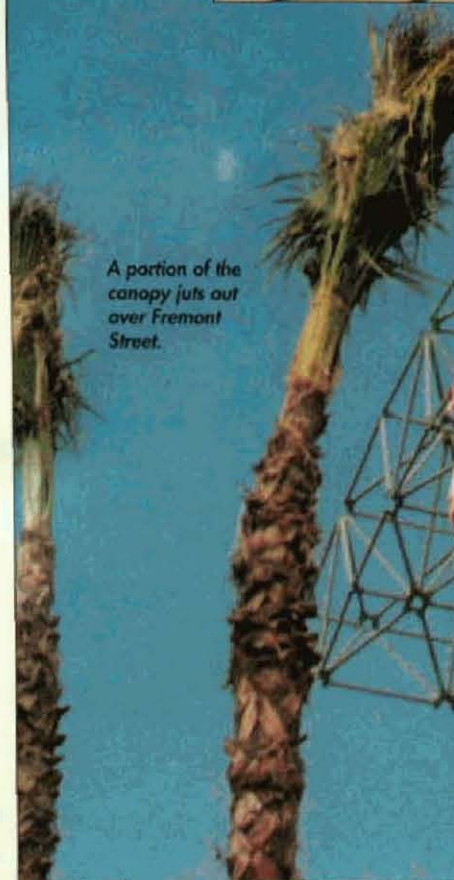
After affixing column to crane, Local 357 members wait for column to be raised and set in place on the street.



Most of the canopy is built on the ground. Working under it are (from left) General Foreman Lloyd Beadle, Journeymen Wiremen Steve Baggs and Tom Lowler, and apprentice Laura Willis.



A portion of the canopy juts out over Fremont Street.



Once the canopy is in place, transformers are hoisted to specially built platforms and are the feeders for the electricity to the canopy. Brother Chris Anderson (right) working for Mojave Electric, holds the guide rope on the transformer.



(Continued from Page 13)

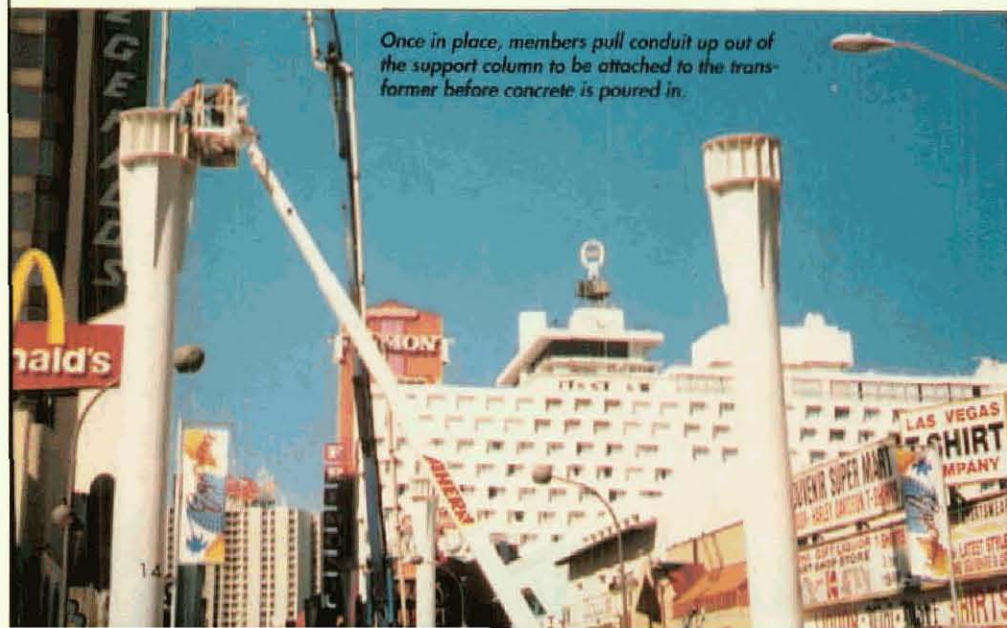
lower hotel rates, and more generous slots. Some owners had to close their doors, and other businesses were up for sale. "The 'Gulch' was slowly dying," said Johnston.

Undaunted by the lack of activity downtown, the mayor of Las Vegas, casino owners, and officials came together to discuss solutions to the problem, and decided on an ambitious plan to revitalize the area. They hired one of Los Angeles's leading urban architects, "an expert in turning...old and tired into new and fresh," stated the December 2, 1995, *Los Angeles Times*, in its article describing the new downtown pedestrian mall. The article continued, "In a city built in part on people's visceral reaction to 24-hours-a-day of bright lights, it was a most amazing sight when downtown's Glit-

ter Gulch went dark for a moment. [But] that was nothing compared to the spectacle that followed—a light and sound extravaganza that erupted across a 90-foot-high electric sign-board...the \$70 million Fremont Street Experience."

Glitter Gulch has been revitalized; downtown Fremont Street has come alive. The *Los Angeles Times* reports that Las Vegas City Hall has been "sparked by the Fremont Street investment, and plans discussions for a \$1 billion, 84,000-seat domed stadium; a \$1 billion performing arts center; and other private investments and retail stores on nearby downtown blocks...." In any language, that spells J-O-B-S for union craftsmen and -women. Local 357 members are more than ready for the projected tasks ahead. □

Once in place, members pull conduit up out of the support column to be attached to the transformer before concrete is poured in.





Crane begins to lift canopy skyward.



The Visitors' Information Packet describes some fascinating facts about the Fremont Street Experience.

Inside the light canopy, the radius of the space frame is 44 feet; it is 90 feet high at its apex; its length, more than 1,386 feet long—the length of nearly five football fields. It is supported by 16 columns, each 3.5 feet in diameter. Each column weighs 26,000 pounds and is capable of bearing the weight of 400,000 pounds!

The light and sound show requires 2.1 million lights, capable of producing 65,536 color combinations; 31 computers run the show, containing a combined 100 'gigabytes' of storage, equal to about 250 home computers; 208 speakers operate independently; combined there's 540,000 watts of sound. Each six minute show requires approximately 12,000 individual computer-generated and/or hand-rendered frames. It takes approximately 45 hours to load a six minute show into the graphic display computers.



LOCALS REJECT AGE LIMIT ON OFFICERS IN REFERENDUM VOTE

In a referendum vote conducted between December 14, 1995, and February 14, 1996, IBEW local unions rejected a proposed age 65 limitation on those eligible to be nominated as a full-time International Officer of the Brotherhood.

The vote was 503,123 (73 percent) against establishing the age limit to 182,365 (27 percent) in favor. Ninety-one percent of eligible votes were cast. Each local union was entitled to one vote for every member in good standing.

The referendum issue submitted would have amended

Article III, Section 2, of the IBEW Constitution to provide that no individual who had reached age 65 would be eligible to be nominated as a full-time International Officer in the Brotherhood. The term full-time International Officer refers to the positions of International President, International Secretary, and the twelve International Vice Presidents.

In accordance with Article XXVIII, the results of the referendum are printed in this issue of the *IBEW Journal*. The following are the vote totals as reported by the International Secretary's office.

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
ST. LOUIS, MO	1		4,640	HOLLYWOOD, CA	45		1,959	PHILADELPHIA, PA	98		1,971
ST. LOUIS, MO	2		1,352	SEATTLE, WA	46	785	2,307	PROVIDENCE, RI	99	699	
NEW YORK, NY	3		31,328	WHITTIER, CA	47	5,444		FRESNO, CA	100		503
ST. LOUIS, MO	4		396	PORTLAND, OR	48		3,235	SOMERSET, KY	101		358
PITTSBURGH, PA	5		2,821	SPRINGFIELD, IL	51		3,596	PATERSON, NJ	102		1,541
SAN FRANCISCO, CA	6		1,846	NEWARK, NJ	52		700	BOSTON, MA	103		4,081
SPRINGFIELD, MA	7		532	KANSAS CITY, MO	53		1,926	BOSTON, MA	104		373
TOLEDO, OH	8		1,436	DES MOINES, IA	55		493	HAMILTON, ON	105		1,171
CHICAGO, IL	9		1,803	ERIE, PA	56		325	JAMESTOWN, NY	106		185
BUTLER, PA	10		156	SALT LAKE CITY, UT	57		2,491	GRAND RAPIDS, MI	107		414
LOS ANGELES, CA	11		5,995	DETROIT, MI	58	3,866	966	TAMPA, FL	108		1,686
PUEBLO, CO	12		204	DALLAS, TX	59		1,625	ROCK ISLAND, IL	109		539
BURLINGTON, IA	13		151	SAN ANTONIO, TX	60		705	ST. PAUL, MN	110		1,888
EAU CLAIRE, WI	14		538	YOUNGSTOWN, OH	64		247	DENVER, CO	111	3,949	
CHICAGO, IL	15		10,651	HOUSTON, TX	66		3,748	KENNEWICK, WA	112		598
EVANSVILLE, IN	16		707	DENVER, CO	68		2,204	COLORADO SPRINGS, CO	113	610	
DETROIT, MI	17		1,877	DALLAS, TX	69	260		KINGSTON, ON	115	544	
LOS ANGELES, CA	18		6,066	WASHINGTON, DC	70		604	FORT WORTH, TX	116	605	
OMAHA, NE	22		680	COLUMBUS, OH	71		858	ELGIN, IL	117		306
ST. PAUL, MN	23		725	WACO, TX	72		117	PORTLAND, ME	119	-no reply-	
BALTIMORE, MD	24		1,637	SPOKANE, WA	73		1,150	LONDON, ON	120	-no reply-	
LONG ISLAND, NY	25		1,829	TACOMA, WA	76		1,013	WASHINGTON, DC	121	22	67
WASHINGTON, DC	26		4,415	SEATTLE, WA	77		6,770	BOSTON, MA	123		268
DULUTH, MN	31	154	93	NORFOLK, VA	80	470		KANSAS CITY, MO	124		1,939
LIMA, OH	32	208		SCRANTON, PA	81		419	PORTLAND, OR	125		3,534
PEORIA, IL	34		862	DAYTON, OH	82	41	17	PHILADELPHIA, PA	126		2,833
HARTFORD, CT	35		504	ATLANTA, GA	84	4,952		KENOSHA, WI	127		158
CLEVELAND, OH	38		1,826	ROCHESTER, NY	86		1,111	LORAIN, OH	129		361
CLEVELAND, OH	39	-no reply-		SEATTLE, WA	89		3,034	NEW ORLEANS, LA	130		1,051
HOLLYWOOD, CA	40		509	NEW HAVEN, CT	90		633	KALAMAZOO, MI	131		395
BUFFALO, NY	41		985	CRANBURY, NJ	94		4,520	CHICAGO, IL	134	16,869	
HARTFORD, CT	42		413	JOPLIN, MO	95	463		BIRMINGHAM, AL	136	804	
SYRACUSE, NY	43		954	WORCESTER, MA	96	-no reply-		HAMILTON, ON	138		214
BUTTE, MT	44		830	SYRACUSE, NY	97		6,732	ELMIRA, NY	139		204

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
ROCHESTER, PA	140		201	VANCOUVER, BC	258		3,368	WASHINGTON, DC	362		182
WHEELING, WV	141		323	CAMDEN, AR	260	85		NEW CITY, NY	363		2,343
PITTSBURGH, PA	142		566	GROTON, CT	261		828	ROCKFORD, IL	364	868	
HARRISBURG, PA	143		528	DUBUQUE, IA	263		157	KNOXVILLE, TN	365		258
SPRINGDALE, PA	144		94	LINCOLN, NE	265		224	PROCTOR, MN	366		69
ROCK ISLAND, IL	145	899		PHOENIX, AZ	266		1,452	LOUISVILLE, KY	369	1,832	
DECATUR, IL	146	484		TRENTON, NJ	269		502	ALLEN TOWN, PA	375		480
PITTSBURGH, PA	147		273	OAK RIDGE, TN	270		293	CHARLOTTE, NC	379	492	
PITTSBURGH, PA	148		283	WICHITA, KS	271	643		NORRISTOWN, PA	380		723
PITTSBURGH, PA	149		930	BEAVER, PA	272		483	COLUMBIA, SC	382	12	55
WAUKEGAN, IL	150	836		MUSKEGON, MI	275	351		GLEN ELLYN, IL	383	2,050	
DEER LODGE, MT	152	60		CORPUS CHRISTI, TX	278		609	TEXARKANA, AR	386		155
SOUTH BEND, IN	153		732	SOUTH BOSTON, VA	279	-no reply-		PHOENIX, AZ	387		2,008
GREEN BAY, WI	158	421		SALEM, OR	280		840	STEVENS POINT, WI	388		306
MADISON, WI	159		612	ANDERSON, IN	281		55	PORT ARTHUR, TX	390		492
MINNEAPOLIS, MN	160		2,557	BOISE, ID	283	-no reply-		GADSDEN, AL	391	282	
WILKES BARRE, PA	163		272	WATERLOO, IA	288		222	GREENVILLE, OH	392	-no reply-	
JERSEY CITY, NJ	164		1,735	DURHAM, NC	289		444	DICKINSON, ND	395	43	
CHICAGO, IL	165		3,563	BOISE, ID	291		456	LAS VEGAS, NV	396		1,563
SCHENECTADY, NY	166		469	MINNEAPOLIS, MN	292		3,410	BALBOA, PANAMA, CZ	397	-no reply-	
CHATTANOOGA, TN	175		3,095	HIBBING, MN	294	344		CHARLESTON, SC	398	-no reply-	
JOLIET, IL	176	1,134		LITTLE ROCK, AR	295		479	SPRINGFIELD, IL	399	2,018	
JACKSONVILLE, FL	177	1,013		MONTPELIER, VT	300		904	ASBURY PARK, NJ	400		627
VALLEJO, CA	180		338	TEXARKANA, TX	301	345		RENO, NV	401		440
LEXINGTON, KY	183	437		MARTINEZ, CA	302		1,035	THUNDER BAY, ON	402	468	
GARY, IN	186	-no reply-		ST. CATHARINES, ON	303	411		CORNER BROOK, NF	404	-no reply-	
CHICAGO, IL	188	1,650		TOPEKA, KS	304	2,532		CEDAR RAPIDS, IA	405	127	59
EVERETT, WA	191		1,506	FORT WAYNE, IN	305		452	WARREN, OH	411		159
SPRINGFIELD, IL	193		586	AKRON, OH	306		581	KANSAS CITY, MO	412		671
SHREVEPORT, LA	194	472		CUMBERLAND, MD	307		333	SANTA BARBARA, CA	413		386
MILWAUKEE, WI	195	33		ST. PETERSBURG, FL	308		190	CHEYENNE, WY	415		238
ROCKFORD, IL	196		584	E. ST. LOUIS, IL	309		863	CLEBURNE, TX	418	33	
BLOOMINGTON, IL	197	242		CHATTANOOGA, TN	311		159	WATERBURY, CT	420		848
FT. MYERS, FL	199		719	SPENCER, NC	312	5		MOBRIDGE, SD	423	-no reply-	
BEAVER, PA	201	11	6	WILMINGTON, DE	313		565	EDMONTON, AB	424		1,852
DEVILS LAKE, ND	203	-no reply-		NASHVILLE, TN	316		69	SIOUX FALLS, SD	426		499
CEDAR RAPIDS, IA	204		1,087	HUNTINGTON, WV	317	701		BAKERSFIELD, CA	428		406
DETROIT, MI	205		23	KNOXVILLE, TN	318	-no reply-		NASHVILLE, TN	429		2,127
HELENA, MT	206	-no reply-		SASKATOON, SK	319	108		RACINE, WI	430	174	
NORWALK, CT	208		106	POUGHKEEPSIE, NY	320		656	MASON CITY, IA	432		71
ATLANTIC CITY, NJ	210		1,102	CASPER, WY	322		469	INGLIS, FL	433	-no reply-	
CINCINNATI, OH	212		1,289	LONGVIEW, TX	324	303		WINNIPEG, MB	435	1,315	188
VANCOUVER, BC	213	4,027		BINGHAMTON, NY	325		304	FL DORADO, AR	436		130
CHICAGO, IL	214		242	LAWRENCE, MA	326		731	TROY, NY	438	16	2
IRON MOUNTAIN, MI	219	110		DOVER, NJ	327		574	RIVERSIDE, CA	440		349
CLIFTON FORGE, VA	220		127	SHREVEPORT, LA	329	-no reply-		SANTA ANA, CA	441		1,320
ORLANDO, FL	222		305	ROCKY MOUNT, NC	331	-no reply-		REDDING, CA	442		115
BROCKTON, MA	223		665	SAN JOSE, CA	332	63	65	MONTGOMERY, AL	443	207	
TOPEKA, KS	226		463	CHICAGO, IL	336	5,481		PONCA CITY, OK	444	72	
YORK, PA	229		413	PRINCF RUPERT, BC	337	5	9	BATTLE CREEK, MI	445	198	
VICTORIA, BC	230		905	THUNDER BAY, ON	339		343	MONROE, LA	446	-no reply-	
SIOUX CITY, IA	231		279	SACRAMENTO, CA	340	33	19	POCATELLO, ID	449		511
HELENA, MT	233	16		WINSTON-SALEM, NC	342		253	CLIFTON FORGE, VA	450	-no reply-	
SALINAS, CA	234		303	LE SUEUR, MN	343	-no reply-		BURLINGTON, IA	452		155
NIAGARA FALLS, NY	237		269	PRINCE RUPERT, BC	344		307	SPRINGFIELD, MO	453		437
ASHEVILLE, NC	238	12		MOBILE, AL	345	523		ORANGE, NJ	454	15	11
JAMESTOWN, ND	239		35	DES MOINES, IA	347		721	SPRINGFIELD, MA	455		760
ITHACA, NY	241		139	CALGARY, AB	348		4,903	NEW BRUNSWICK, NJ	456		351
DULUTH, MN	242	465		MIAMI, FL	349		1,205	ROCKY HILL, CT	457		1,019
LINCOLN, NE	244		167	HANNIBAL, MO	350		45	JOHNSTOWN, PA	459		2,127
TOLEDO, OH	245		1,179	CAMDEN, NJ	351		1,543	MIDLAND, TX	460	143	
STUBENVILLE, OH	246		195	LANSING, MI	352	-no reply-		AURORA, IL	461		272
GEORGETOWN, SC	248	-no reply-		TORONTO, ON	353	5,591		GLASGOW, KY	463		178
GENEVA, NY	249		317	SALT LAKE CITY, UT	354	1,116		COVINGTON, VA	464		24
ANN ARBOR, MI	252	190	412	TORONTO, ON	355		369	SAN DIEGO, CA	465		2,384
BIRMINGHAM, AL	253	-no reply-		LAS VEGAS, NV	357		1,485	CHARLESTON, WV	466		287
CALGARY, AB	254		1,929	PERTH AMBOY, NJ	358		453	LAWRENCEBURG, IN	473	16	3
JEWETT CITY, CT	255	-no reply-		MIAMI, FL	359		1,243	MEMPHIS, TN	474	2,187	
JEFFERSON CITY, MO	257		590	OAKLAND, CA	360	-no reply-		PADUCAH, KY	475		213

REFERENDUM VOTE

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
SAN BERNARDINO, CA	477	538		SHAMOKIN, PA	607		135	EL PASO, TX	726	43	
BEAUMONT, TX	479	1,072		ALBUQUERQUE, NM	611	2,773		FT. LAUDERDALE, FL	728		1,248
JACKSON, MS	480	565		WHEATLAND, WY	612		270	INTERNATIONAL FALLS, MN	731	47	
INDIANAPOLIS, IN	481		1,750	ATLANTA, GA	613		2,978	PASCAGOULA, MS	733		1,483
TACOMA, WA	483		1,110	KANSAS CITY, MO	615		56	NORFOLK, VA	734	405	
COLUMBIA, SC	485		82	GRAND ISLAND, NE	616	-no reply-		PRINCETON, WV	736	-no reply-	
WORCESTER, MA	486		624	SAN MATEO, CA	617	567		LONGVIEW, TX	738	-no reply-	
BRIDGEPORT, CT	488		486	OMAHA, NE	618		84	ST. MARYS, GA	741		98
DOVER, NH	490	95	32	LAKE CITY, FL	622		102	DEEP RIVER, ON	742		115
MILWAUKEE, WI	494		2,692	PANAMA CITY, FL	624	72		READING, PA	743		512
WILMINGTON, NC	495	-no reply-		HALIFAX, NS	625	53	23	PHILADELPHIA, PA	744		189
SILVER CITY, NM	496	57		AVON PARK, FL	626	-no reply-		NEW HAVEN, CT	747		196
TRAVERSE CITY, MI	498		234	FT. PIERCE, FL	627	-no reply-		PINE BLUFF, AR	750	-no reply-	
DES MOINES, IA	499		1,462	ATLANTA, GA	632		87	SPRINGFIELD, MO	753		537
SAN ANTONIO, TX	500	1,281		ST. LOUIS, MO	633	-no reply-		YANKTON, SD	754		27
SAINT JOHN, NB	502	65	1	TORONTO, ON	636	3,824		DAYTONA BEACH, FL	756	389	
MONROE, NY	503		1,132	ROANOKE, VA	637		512	JOULET, IL	757		14
MOBILE, AL	505	-challenged-		SAN LUIS OBISPO, CA	639		207	GLASGOW, MT	758	74	3
ST. PAUL, MN	506	-no reply-		PHOENIX, AZ	640	1,957		FT. LAUDERDALE, FL	759		591
SAVANNAH, GA	508	-no reply-		PUNTA GORDA, FL	641	-no reply-		KNOXVILLE, TN	760		1,830
HOUGHTON, MI	510	403		SHERIDAN, WY	646	-no reply-		OMAHA, NE	763		759
VALDOSTA, GA	511	2	13	LITTLE ROCK, AR	647		1,126	SHEFFIELD, AL	765		355
GRAND FALLS, NF	512		33	HAMILTON, OH	648		486	HURON, SD	766		55
DECATUR, IL	513	-no reply-		ALTON, IL	649		497	BATON ROUGE, LA	767		297
ST. JOHN'S, NF	514		19	SALT LAKE CITY, UT	650	44	5	KALISPELL, MT	768	603	
GLOBE, AZ	518		370	CHICAGO, IL	651		54	PHOENIX, AZ	769		403
AUSTIN, TX	520	913		MILES CITY, MT	653	-no reply-		ALBANY, NY	770	145	
WAHPETON, ND	524	-no reply-		CHESTER, PA	654		475	HAGERSTOWN, MD	771		40
GALVESTON, TX	527		588	CHARLOTTESVILLE, VA	655	-no reply-		COLUMBIA, SC	772		455
SASKATOON, SK	529	202		BIRMINGHAM, AL	656		10	WINDSOR, ON	773	63	9
SARNIA, ON	530	321	61	MEDFORD, OR	659		1,871	CINCINNATI, OH	774	-no reply-	
LA PORTE, IN	531	-no reply-		HUTCHINSON, KS	661	88		CHEYENNE, WY	775	24	
BILLINGS, MT	532		509	MILWAUKEE, WI	663	10	21	CHARLESTON, SC	776		403
CHICAGO, IL	533	-no reply-		LANSING, MI	665		396	READING, PA	777		1,289
DANVILLE, IL	538		147	RICHMOND, VA	666	1,067		SPRINGFIELD, MO	778		129
CANTON, OH	540		388	PUEBLO, CO	667		225	COLUMBUS, GA	779	206	
SAN BERNARDINO, CA	543		707	LAFAYETTE, IN	668		367	EUFULA, AL	780	-no reply-	
HORNELL, NY	544	40	15	PAINESVILLE, OH	673		388	ST. PAUL, MN	783		72
ST. JOSEPH, MO	545		221	BOSTON, MA	674	-no reply-		INDIANAPOLIS, IN	784	7	
GALESBURG, IL	547		244	ELIZABETH, NJ	675		770	BOSTON, MA	791	-no reply-	
HUNTINGTON, WV	549	-no reply-		PENSACOLA, FL	676	273		CHICAGO, IL	794		453
SANTA ROSA, CA	551		514	GATUN, PANAMA, CZ	677	-no reply-		EUFULA, AL	796	466	
RALEIGH, NC	553	2	14	WICHITA FALLS, TX	681	175		PORTLAND, OR	799	65	
SAGINAW, MI	557	159		ST. PETERSBURG, FL	682	-no reply-		SACRAMENTO, CA	800	-no reply-	
SHEFFIELD, AL	558		1,761	COLUMBUS, OH	683		1,153	MONTGOMERY, AL	801	228	
KENORA, ON	559	75		MODESTO, CA	684		185	KITCHENER, ON	804	614	
PORTLAND, ME	567	388		HAZLETON, PA	686		128	LITTLE ROCK, AR	807		244
MONTREAL, PQ	568		751	MANSFIELD, OH	688		522	WILLIAMSPORT, PA	812		142
SAN DIEGO, CA	569		1,651	MITCHELL, SD	690		35	ROANOKE, VA	813	-no reply-	
TUCSON, AZ	570	764		BAY CITY, MI	692		325	SEDALIA, MO	814		496
WARREN, OH	573		175	ST. JOSEPH, MO	695		259	PADUCAH, KY	816	970	
BREMERTON, WA	574		430	BELLAIRE, OH	696	-no reply-		NEW YORK, NY	817		591
PORTSMOUTH, OH	575		223	GARY AND HAMMOND, IN	697		852	SARASOTA, FL	820	-no reply-	
ALEXANDRIA, LA	576	156		ALEXANDRIA, VA	699	575		TAMPA, FL	824	5,002	
APPLETON, WI	577	362		FT. SMITH, AR	700	-no reply-		DAVENPORT, IA	825		27
CHILLICOTHE, OH	578	-no reply-		WHEATON, IL	701		1,760	NEWARK, NJ	827		9,178
POCATELLO, ID	582	18		WEST FRANKFORT, IL	702		4,775	JASPER, AL	833	637	
EL PASO, TX	583		390	DUBUQUE, IA	704	296		GENEVA, NY	840		108
TULSA, OK	584	737		ABERDEEN, SD	706		59	BIRMINGHAM, AL	841	861	
OTTAWA, ON	586	1,261		DENVER, CO	708	-no reply-		SCOTTSDUFF, NE	843	-no reply-	
JAMAICA, L. I., NY	589		592	BEAVER, PA	712		617	LUBBOCK, TX	850	139	
LAWTON, OK	590		73	MINOT, ND	714	414		CORINTH AND TUPELO, MS	852	501	
OAKLAND, CA	595		1,585	MILWAUKEE, WI	715	239		MUNCIE, IN	855	-no reply-	
CLARKSBURG, WV	596		288	HOUSTON, TX	716		2,909	NEW YORK, NY	859		82
CHAMPAIGN-URBANA, IL	601		414	BOSTON, MA	717		54	LAKE CHARLES, LA	861		686
AMARILLO, TX	602	1,193		CHATTANOOGA, TN	721		596	JACKSONVILLE, FL	862	-no reply-	
HOBOKEN, NJ	604		77	FORT WAYNE, IN	723	1,996		JERSEY CITY, NJ	864	-no reply-	
JACKSON, MS	605	719		ALBANY, NY	724		401	BALTIMORE, MD	865		42
ORLANDO, FL	606		937	TERRE HAUTE, IN	725	-no reply-		KANSAS CITY, KS	866	155	

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
IROQUOIS FALLS, ON	869	65		PORT ANGELES, WA	997		102	EMMAUS, PA	1197	-no reply-	
CUMBERLAND, MD	870		87	VERMILION, OH	998	-no reply-		ALBUQUERQUE, NM	1199	-no reply-	
KOKOMO, IN	873		229	MARION, IN	1000		190	WASHINGTON, DC	1200		731
PORT ST. JOE, FL	875		51	TULSA, OK	1002	697		PAWTUCKET, RI	1203		688
GRAND RAPIDS, MI	876		1,406	NELSON, BC	1003		224	HATTIESBURG, MS	1204		70
MEMPHIS, TN	881		62	EDMONTON, AB	1007		1,161	GAINESVILLE, FL	1205		470
CHICAGO, IL	885	-no reply-		SAN FRANCISCO, CA	1011		348	NEWARK, OH	1206		90
MINNEAPOLIS, MN	886		67	MEDFORD, MA	1014	-no reply-		SAVANNAH, GA	1208		276
LOS ANGELES, CA	889	58	16	LINCOLN, NE	1022	-no reply-		MERIDIAN, MS	1209		59
JANESVILLE, WI	890		281	BARSTOW, CA	1023	-no reply-		LAUREL, MS	1210		24
TUCSON, AZ	893	-no reply-		PITTSBURGH, PA	1024	12	51	GULFPORT, MS	1211		348
OSHAWA, ON	894	398		TUPELO, MS	1028		574	NEW YORK, NY	1212		1,798
BASTROP, LA	895	-no reply-		CHICAGO, IL	1031		4,956	YOUNGSTOWN, OH	1219		19
SAN ANGELO, TX	898	94		HARTFORD, CT	1040		430	CHICAGO, IL	1220		651
PHILADELPHIA, PA	902	-no reply-		SANFORD, FL	1042	-no reply-		CINCINNATI, OH	1224		128
GULFPORT, MS	903		438	TOLEDO, OH	1047		46	INDIANAPOLIS, IN	1225		285
TALLASSEE, AL	904	-no reply-		INDIANAPOLIS, IN	1048	1,753		MEMPHIS, TN	1227	-no reply-	
NEWPORT NEWS, VA	905	-no reply-		LONG ISLAND, NY	1049		2,872	BOSTON, MA	1228		665
WATERTOWN, NY	910		444	GLENDALE, MT	1050	6		FORT WORTH, TX	1234	20	
CLEVELAND, OH	912	-no reply-		MOUNDSVILLE, WV	1051		140	WILMINGTON, DE	1238		991
THOROLD, ON	914	8	3	SELMA, AL	1053	-no reply-		IRWIN, PA	1239	-no reply-	
TAMPA, FL	915		618	PENSACOLA, FL	1055	555		FARGO, ND	1240	4	5
CHARLESTON, SC	916		77	LEAVENWORTH, KS	1056	51		PHILADELPHIA, PA	1241		279
MERIDIAN, MS	917	152		WOODLAND, ME	1057		72	WALNUT CREEK, CA	1245		18,754
ABILENE, TX	920	69		SHEBOYGAN, WI	1060		276	ADRIAN, MI	1246	-no reply-	
COOS BAY, OR	932		137	RICHMOND, VA	1064		1,264	SYRACUSE, NY	1249		949
KINGSPORT, TN	934		579	DAYTONA BEACH, FL	1066	-no reply-		RAPID CITY, SD	1250	319	
WATERLOO, IA	939		14	ELIZABETH, NJ	1068	-no reply-		AUGUSTA, ME	1253	242	
RUSSELL, KY	940		30	MARGUETTE, MI	1070	159		DALLAS, TX	1257	-no reply-	
FORT WORTH, TX	942		63	TOLEDO, OH	1076	495		HONOLULU, HI	1260		2,390
MONTICELLO AND LIBERTY, NY	945		89	BOGALUSA, LA	1077		163	PALATKA, FL	1263	10	6
LOS ANGELES, CA	946		117	COOKEVILLE, TN	1087	-no reply-		DAYTON, OH	1266	-no reply-	
FLINT, MI	948	172	165	HOPKINSVILLE, KY	1090		156	SAN FRANCISCO, CA	1269		996
BURNSVILLE, MN	949		2,104	BATTLE CREEK, MI	1091	-no reply-		TIFFIN, OH	1270	-no reply-	
PLATTSBURGH, NY	951		100	BLAIRSVILLE, PA	1096		184	WARWICK, RI	1274		791
VENTURA, CA	952		358	NEWARK, OH	1105		172	MEMPHIS, TN	1288	-no reply-	
EAU CLAIRE, WI	953	-no reply-		MASON, MI	1106	1,396		LAKEWOOD, NJ	1289		965
ESPANOLA, ON	956	41		WILLARD, OH	1108	-no reply-		OCEAN CITY, NJ	1293		83
BAKER, MT	958	-no reply-		GOSHEN, IN	1109	360		MORRISTOWN, NJ	1298		398
TOPEKA, KS	959	124		ELMIRA, NY	1111		202	KEYPORT, NJ	1303		139
EL PASO, TX	960	49	2	TUCSON, AZ	1116	648		DECATUR, IL	1306	857	
ITHACA, NY	961		311	OLEAN, NY	1117		124	SALISBURY, MD	1307	703	
CHARLOTTE, NC	962	-no reply-		BINGHAMTON, NY	1125		592	ASBURY PARK, NJ	1309		301
KANKAKEE, IL	963	-no reply-		HORNELL, NY	1126		101	SAYREVILLE, NJ	1314		123
MADISON, WI	965		1,814	COCHRAN, GA	1132	-no reply-		MOBILE, AL	1315		148
LANCASTER, NY	966		394	HALIFAX, NS	1133	321		MACON, GA	1316	286	
PARKERSBURG, WV	968		204	LITTLE ROCK, AR	1136		526	LAUREL, MS	1317	63	300
GRAND JUNCTION, CO	969	458		NEW ORLEANS, LA	1139	9	1	HALIFAX, NS	1318	-no reply-	
KELSO-LONGVIEW, WA	970	312		OKLAHOMA CITY, OK	1141	739		WILKES-BARRE, PA	1319		594
WILLISTON, ND	971	35		NORFOLK, VA	1142	90		ROCKWOOD, TN	1323	-no reply-	
MARIETTA, OH	972		163	CHATHAM, NY	1143		88	COLUMBUS, IN	1331		356
BISMARCK, ND	975	113		AMARILLO, TX	1146	-no reply-		NEWPORT NEWS, VA	1340	560	
PRYOR, OK	976	84		WISCONSIN RAPIDS, WI	1147	7	15	MIAMI, FL	1346	-no reply-	
CHARLESTON, WV	978	-no reply-		KAPUSKASING, ON	1149		102	CINCINNATI, OH	1347	1,569	
ESCANABA, MI	979		142	BATHURST, NB	1150	24		LOUISVILLE, KY	1353	-no reply-	
NORFOLK, VA	980	-no reply-		TYLER, TX	1151	243		HONOLULU, HI	1357	2,373	
NEWARK, OH	981		172	WILKES-BARRE, PA	1153		41	CEDAR RAPIDS, IA	1362		1,394
JACKSONVILLE, FL	982	-no reply-		WILLMAR, MN	1155		158	CLEVELAND, OH	1377	1,315	
HUNTINGTON, IN	983		531	NEWARK, NJ	1158		2,470	DAVENPORT, IA	1379	-no reply-	
RICHLAND, WA	984		410	MARION, IN	1160	-no reply-		HICKSVILLE, NY	1381		1,381
CLEVELAND, MS	985	183		DALLAS, TX	1176	284		BALTIMORE, MD	1383	-no reply-	
GALION, OH	986		580	CHARLOTTESVILLE, VA	1181	309		NEWBURYPOR, MA	1386	-no reply-	
CAMDEN, NJ	987	-no reply-		PLYMOUTH, NC	1183	-no reply-		MASSON, PQ	1388	-no reply-	
SIDNEY, MT	988	44		HONOLULU, HI	1186		2,450	SAVANNAH, GA	1391	-no reply-	
ONEONTA, NY	992		300	FULTON, NY	1189		56	FORT WAYNE, IN	1392		734
KAMLOOPS, BC	993		265	WEST PALM BEACH, FL	1191	-no reply-		INDIANAPOLIS, IN	1393		3,580
BREWSTER, NY	994		147	ATLANTA, GA	1193	-no reply-		INDIANAPOLIS, IN	1395		1,252
BATON ROUGE, LA	995	619		SANDUSKY, OH	1194		338	INDIANAPOLIS, IN	1400	555	
				PAWTUCKET, RI	1196		302	FLIN FLON, MB	1405	142	

REFERENDUM VOTE

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
BIRMINGHAM, AL	1406		- no reply -	MEADVILLE, PA	1585	6	5	WATERVILLE, ME	1750	14	2
ORLANDO, FL	1412	352		MIDDLEPORT, OH	1587		59	CHARLESTON, SC	1753	121	
TOLEDO, OH	1413		67	AUGUSTA, GA	1588		38	PINE BLUFF, AR	1758		- no reply -
BLOOMINGTON, IN	1424		- no reply -	TORONTO, ON	1590		- no reply -	CASPER, WY	1759		- no reply -
GRAND FORKS, ND	1426	74	15	CONWAY, SC	1591		894	WATERVILLE, ME	1768	92	
CEDAR RAPIDS, IA	1429		24	LOCK HAVEN, PA	1592		223	SEATTLE, WA	1769		- no reply -
NEW YORK, NY	1430		2,040	HAZEN, ND	1593		701	BUCKSPORT, ME	1777	3	40
SUMTER, SC	1431		257	ST. LOUIS, MO	1594		- no reply -	VANCOUVER, WA	1782		- no reply -
CHARLOTTETOWN, PE	1432		289	GRAND ISLAND, NE	1597		- no reply -	TORONTO, ON	1788		- no reply -
RENFREW, ON	1433		- no reply -	OKLAHOMA CITY, OK	1599	381		NORTH BAY, ON	1790		- no reply -
RICHMOND, VA	1434		- no reply -	BETHLEHEM, PA	1600		4,687	WAUSAU, WI	1791	450	
SAN JACINTO, CA	1436		- no reply -	LANCASTER, PA	1602		- no reply -	PARIS, TX	1794		- no reply -
MAGNA, UT	1438	56		MONTREAL, PQ	1604		- no reply -	SARATOGA SPRINGS, NY	1799		95
ST LOUIS, MO	1439		1,425	GLOUCESTER, ON	1611		- no reply -	SARNIA, ON	1802	17	16
PHILADELPHIA, PA	1448		- no reply -	COLUMBUS, OH	1612		484	BALTIMORE, MD	1805		592
YORK, PA	1451		272	KANSAS CITY, MO	1613		355	BUFFALO, NY	1813		47
ST. LOUIS, MO	1455		1,154	OMAHA, NE	1614		156	HOUSTON, TX	1814		- no reply -
ALLENTOWN, PA	1456		167	ST. JOHN'S, NF	1615	778		MOSS POINT, MS	1816	111	
KANSAS CITY, MO	1464		522	RAPID CITY, SD	1616		- no reply -	NEPTUNE, NJ	1820		534
FALL RIVER, MA	1465		- no reply -	JACKSONVILLE, FL	1618	245		CINCINNATI, OH	1825		- no reply -
COLUMBUS, OH	1466	873		DELTA, UT	1619		- no reply -	SHREVEPORT, LA	1829		- no reply -
KEARNY, NJ	1470		295	ST. JOHN'S, NF	1620		- no reply -	KANSAS CITY, MO	1832		- no reply -
JOLIEN, MO	1474		343	ZANESVILLE, OH	1623	941		HORSEHEADS, NY	1833		249
CENTRALIA, IL	1475		13	NEPEAN, ON	1624		- no reply -	NASHVILLE, TN	1836		- no reply -
JARRATT, VA	1478		- no reply -	CORBIN, KY	1625		58	PORTSMOUTH, NH	1837	1,807	
OMAHA, NE	1483		599	LEXINGTON, KY	1627		514	NATCHEZ, MS	1840		71
CHEYENNE, WY	1489		- no reply -	CHILDERSBURG, AL	1629		- no reply -	PHILADELPHIA, PA	1841		- no reply -
GREELEY, CO	1490		- no reply -	MILO, ME	1630		- no reply -	EVENDALE, OH	1842		- no reply -
ENTERPRISE, FL	1491		- no reply -	HARMON, NY	1631		141	MOBILE, AL	1851		- no reply -
TALLAHASSEE, FL	1496	755		HORSEHEADS, NY	1632		1,276	SYDNEY, NS	1852	352	
WEATHERLY, PA	1497		- no reply -	BELLEFONTE, PA	1633		26	NEWARK, OH	1853		- no reply -
CHELSEA, MA	1499	1,700		CORALVILLE, IA	1634		354	HAVRE, MT	1856	20	
WASHINGTON, DC	1500		- no reply -	JOHNSTOWN, PA	1635	5	9	TERRACE BAY, ON	1861		- no reply -
BALTIMORE, MD	1501	535		OIL CITY, PA	1636		55	CHARLOTTE, NC	1863		43
FRANKFORT, IN	1503		- no reply -	ERIE, PA	1637		712	ELKHART, IN	1865		27
WALTHAM, MA	1505		5,125	COLSTRIP, MT	1638		377	BIRMINGHAM, AL	1871		- no reply -
HUDSON, OH	1507		- no reply -	ANNISTON, AL	1642		- no reply -	VICKSBURG, MS	1873		- no reply -
STARKVILLE, MS	1510		- no reply -	UPPER SANDUSKY, OH	1643	361		ELGIN, IL	1878		133
TWO RIVERS, WI	1512	1	15	LUFKIN, TX	1645		- no reply -	BELLWOOD, IL	1879		141
JONESBORO, AR	1516		363	BEAUFORT, SC	1649		- no reply -	BLUE ISLAND, IL	1880		135
ALLIANCE, NE	1517	123		NATCHEZ, MS	1650		- no reply -	EVANSTON, IL	1881		159
JOLIET, IL	1519		145	DARTMOUTH, NS	1651		165	OTTAWA, IL	1882		229
OMAHA, NE	1521	460		LUKE, MD	1653		65	NAPERVILLE, IL	1887		177
ALLENTOWN, PA	1522		1,552	OTTAWA, OH	1654		1,906	SAINT JOHN, NB	1888	1	11
WICHITA, KS	1523	506		PINE BLUFF, AR	1658		- no reply -	LAURELDALE, PA	1898		1,562
SAINT JOHN, NB	1524	4	3	LANCASTER, PA	1666		470	WASHINGTON, DC	1900	2,704	
OMAHA, NE	1525		146	BIRDSBORO, PA	1671		83	CHARLOTTE, NC	1902	135	31
DAYTON, OH	1527		- no reply -	BENTON HARBOR, MI	1672		- no reply -	FINDLAY, OH	1907	566	
ALBANY, GA	1531		111	ROSEVILLE, CA	1682		- no reply -	COCOA, FL	1908		233
JAMESTOWN, ND	1532		- no reply -	NEW YORK, NY	1684		- no reply -	SAN ANTONIO, TX	1911		- no reply -
LINCOLN, NE	1536		357	SUDBURY, ON	1687	128	29	SOUTHERN PINES, NC	1912		- no reply -
WINSTON-SALEM, NC	1537	241		PICKSTOWN, SD	1688		87	HARWICK, PA	1914		274
WINNIPEG, MB	1541		- no reply -	OLEAN, NY	1690		236	PITTSBURGH, PA	1919		- no reply -
JESUP, GA	1545	35		BELLEFONTAINE, OH	1691		429	NORTH PLATTE, NE	1920	5	
ANCHORAGE, AK	1547		3,991	WESTBURY, LA	1700		344	WESTBURY, L. I., NY	1922		1,506
SAN MARCOS, TX	1548	88		OWENSBORO, KY	1701	742		HAMLET, NC	1923		- no reply -
SPRINGFIELD, MO	1553		941	EL DORADO, AR	1703		- no reply -	FERNANDINA BEACH, FL	1924	1	12
MONCTON, NB	1555	128		LOS ANGELES, CA	1710		2,430	MARTIN, TN	1925		327
SUPERIOR, WI	1559		25	WALDORF, MD	1718		310	PHILADELPHIA, PA	1927		36
ALLENTOWN, PA	1560		496	MARQUETTE, MI	1721		- no reply -	HALIFAX, NS	1928	1,201	
THUNDER BAY, ON	1565		- no reply -	NORWICH, NY	1725	181		WAYNESBURG, PA	1929		54
BEULAH, ND	1570		- no reply -	DRYDEN, ON	1730		- no reply -	FT. MYERS, FL	1933	126	
DUNMORE, PA	1571		- no reply -	FREDERICTON, NB	1733		- no reply -	CLARKSBURG, WV	1935		25
WINNIPEG, MB	1572		- no reply -	GREENVILLE, PA	1736		- no reply -	HOBOKEN, NJ	1936		- no reply -
NEW YORK, NY	1573		122	MANASSAS, VA	1737		181	CANTONMENT, FL	1937	93	
WHITEHORSE, YT	1574		506	BARRIE, ON	1739		- no reply -	ALPHA, NJ	1940		26
AUGUSTA, GA	1579		624	URBANA, OH	1740		- no reply -	HARRISBURG, PA	1941		- no reply -
AURORA, IL	1582		456	FORT FRANCES, ON	1744		- no reply -	MONTGOMERY, IL	1942		264
PALATKA, FL	1583		116	NEW JOHNSONVILLE, TN	1749		433	PHILADELPHIA, PA	1944		2,349

LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST	LOCATION	L.U.	FOR	AGAINST
VALDOSTA, GA	1947	-no reply-		MIAMI, FL	2072	4	73	MT. STERLING, KY	2246	-no reply-	
PITTSBURGH, PA	1956		199	BANGOR, PA	2074	-no reply-		BLOOMINGTON, IN	2249	2,760	
EAST BUTLER, PA	1957		369	WILSONVILLE, AL	2077	260		ANDALUSIA, AL	2251	-no reply-	
HURON, SD	1959	4	3	ROCKDALE, TX	2078		351	MIDDLETOWN, OH	2258		171
YOUNGWOOD, PA	1963	11	2	CHATTANOOGA, TN	2080	-no reply-		JACKSON, MS	2262	-no reply-	
NEWBURGH, NY	1968		416	SYRACUSE, NY	2084	812		VICKSBURG, MS	2265	-no reply-	
TAMPA, FL	1970	-no reply-		WINNIPEG, MB	2085	559		HARRISBURG, PA	2269		76
OMAHA, NE	1974	27	18	COCOA BEACH, FL	2088		1,257	WILMINGTON, DE	2270		225
PLYMOUTH, IN	1976		312	MEADVILLE, PA	2089		73	PHILADELPHIA, PA	2271		119
TIPP CITY, OH	1977	18		HUNTINGDON, PA	2099	158		ALTOONA, PA	2273	-no reply-	
CEDAR SPRINGS, GA	1980	12		LOUISVILLE, KY	2100	34	17	LANCASTER, SC	2277	-no reply-	
WAYCROSS, GA	1984		222	NIAGARA FALLS, NY	2104		228	OIL CITY, PA	2279		449
NORTH CANTON, OH	1985	1,917		SCRANTON, PA	2106	-no reply-		SAINT JOHN, NB	2282	366	
ALBUQUERQUE, NM	1988	-no reply-		ATHENS, GA	2109		452	EL DORADO, AR	2284	-no reply-	
KEY WEST, FL	1990		111	ZANESVILLE, OH	2111	-no reply-		WAUKEGAN, IL	2285		174
NEW BRUNSWICK, NJ	1992		114	TULLAHOMA, TN	2113		365	BEAUMONT, TX	2286	1,861	
MONTICELLO, IL	1993	154		LEWISTOWN, PA	2115		180	OXFORD, OH	2287	-no reply-	
PRENTISS, MS	1994	316		BOYERTOWN, PA	2118	-no reply-		REIDSVILLE, NC	2290	-no reply-	
CANTON, OH	1995	-no reply-		ATLANTA, GA	2127		368	LONG BEACH, CA	2293		168
WARREN, OH	1996		191	PRICHARD, AL	2129	-no reply-		LOS ANGELES, CA	2295	-no reply-	
MANKATO, MN	1999		420	BALLY, PA	2130	-no reply-		ALAMEDA, CA	2297		11
ORLANDO, FL	2000	512		OAKLAND, CA	2131		784	JACKSON, AL	2298	-no reply-	
WINNIPEG, MB	2002		156	ATLANTA, GA	2134	-no reply-		NORTHGLENN, CO	2300	844	
MONTREAL, PQ	2003	-no reply-		LOS ANGELES, CA	2139		444	AKRON, OH	2303		97
PHILADELPHIA, PA	2005	-no reply-		BRINKLEY, AR	2140	-no reply-		MADISON, WI	2304		230
DOVER, NJ	2006	7	3	SPARTA, TN	2143		176	MOUNT STORM, WV	2308	-no reply-	
ALTOONA, PA	2007		100	RUMFORD, ME	2144		64	FREDERICTON, NB	2309	942	
TORONTO, ON	2008	-no reply-		VALLEJO, CA	2145		187	BRAINTREE, MA	2313		952
KINGSTON, ON	2010	-no reply-		NEW ORLEANS, LA	2149		32	MANCHESTER, NH	2320		1,478
CALGARY, AB	2011	-no reply-		MILWAUKEE, WI	2150		3,418	MIDDLETON, MA	2321		1,629
WEST WARWICK, RI	2014	89	11	DALEVILLE, AL	2152	-no reply-		MIDDLEBORO, MA	2322		1,284
DANBURY, CT	2015		333	BUFFALO, NY	2154		881	PROVIDENCE, RI	2323		1,281
BAKERSFIELD, CA	2016	-no reply-		BONHAM, TX	2155	15	2	CHICOPEE, MA	2324		1,109
MONTREAL, PQ	2017	-no reply-		GAINESVILLE, FL	2156		416	WORCESTER, MA	2325		1,249
FERNANDINA BEACH, FL	2018	-no reply-		MONTROSE, CO	2159	-no reply-		MONTPELIER, VT	2326		589
BRANTFORD, ON	2019	184		BRANDON, MS	2164	-no reply-		AUGUSTA, ME	2327		1,076
COLUMBUS, OH	2020	2,296		FREDERICTON, NB	2166	389		HAYWARD, CA	2328		128
OKLAHOMA CITY, OK	2021	2,894		PHOENIX, AZ	2171	-no reply-		ST. JOHN'S, NF	2330	640	
LITTLE ROCK, AR	2022		514	BELLEVUE, OH	2172	-no reply-		CIRCLEVILLE, OH	2331	940	
MONCTON, NB	2024	-no reply-		LYNCHBURG, VA	2173		70	MARTIN, TN	2335	-no reply-	
TORONTO, ON	2029	-no reply-		ORLANDO, FL	2174	-no reply-		MILWAUKEE, WI	2336	151	
BLOOMINGTON, IN	2031	144		CHAMPLAIN, NY	2176	3	25	FAIRFIELD, TX	2337	-no reply-	
MASSENA, NY	2032		732	SANDY LAKE, PA	2179		48	COLUSA, CA	2343		97
PINE BLUFF, AR	2033	132		RANDOLPH, NY	2180	-no reply-		LAFAYETTE, IN	2344	316	
WINNIPEG, MB	2034	-no reply-		LEXINGTON, NE	2185	-no reply-		MULLINS, SC	2348	-no reply-	
ROMNEY, WV	2035		72	SHREVEPORT, LA	2188		929	CHURCHILL FALLS, NF	2351	211	
EL DORADO, AR	2037	-no reply-		AMERICUS, GA	2194	-no reply-		MICHIGAN CITY, IN	2355		38
REGINA, SK	2038		244	MENDENHALL, MS	2198	-no reply-		RICHMOND, KY	2356	-no reply-	
SUDBURY, ON	2039	-no reply-		BUFFALO, NY	2199		451	CLARKSBURG, WV	2357	-no reply-	
BREWTON, AL	2040	55		GREENWOOD, DE	2201	87		JACKSONVILLE, FL	2358	469	
RED ROCK, ON	2041	-no reply-		PRINCE GEORGE, BC	2203		265	CIRCLEVILLE, OH	2359	-no reply-	
KAMLOOPS, BC	2042	-no reply-		WASHINGTON MILLS, NY	2213		1,552	SOMERSET, KY	2360	866	
RICHMOND, IN	2043		223	BEDFORD, IN	2214	-no reply-		SELMA, AL	2362	-no reply-	
SANTA FE, NM	2044	-no reply-		POUGHKEEPSIE, NY	2218		289	THREE RIVERS, PQ	2365	-no reply-	
ST. PAUL, MN	2047		874	DARDANELLE, AR	2219	-no reply-		LINCOLN, NE	2366		464
BUTLER, AL	2048	-no reply-		LEXINGTON, KY	2220		793	ROSEVILLE, CA	2371		182
EDMONTON, AB	2049	94		IRON MOUNTAIN, MI	2221		74	OSHKOSH, WI	2373	226	
SASKATOON, SK	2050	16		BOSTON, MA	2222		3,933	JAMESTOWN, NY	2374		109
SUDBURY, ON	2052	-no reply-		SAN MANUEL, AZ	2223		175	VALLEJO, CA	2376		240
NORWICH, NY	2053	-no reply-		WATKINSVILLE, GA	2224	-no reply-					
QUEBEC CITY, PQ	2054	-no reply-		SACO, MT	2226	-no reply-					
KAMLOOPS, BC	2055	-no reply-		OTTAWA, ON	2228	-no reply-					
PRINCE GEORGE, BC	2057	-no reply-		PATCHOGUE, L. I., NY	2230		532				
THUNDER BAY, ON	2058	-no reply-		WESTBROOK, ME	2233	-no reply-					
KIRKLAND LAKE, ON	2061	-no reply-		ABBEVILLE, SC	2236	-no reply-					
VALDOSTA, GA	2064	-no reply-		WINDSOR, VA	2240		20				
NEWARK, NJ	2066		1,040	YOUNGSTOWN, OH	2241	-no reply-					
REGINA, SK	2067		1,513	SCRANTON, PA	2244		196				
PORTSMOUTH, NH	2071	-no reply-		EARLYSVILLE, VA	2245	-no reply-					

Total Votes Eligible to be Cast: 755,924

Total Votes Cast: 685,488

Total Votes For Referendum: 182,365

Total Votes Against Referendum: 503,123

“Putting People First”

IBEW Local Leader Throws His Hat in the Ring

In another occasional report supporting pro-union candidates for political office, the IBEW is proud to report that Local 1516, Jonesboro, Arkansas, member, Kirby J. Smith, has formally announced his candidacy for the seat from the First District of Arkansas in the U.S. House of Representatives, soon to be vacated by incumbent Democrat Blanche Lambert Lincoln. Two other Democratic candidates and one Republican are in the running for the House seat, but there is a difference. Brother Smith wants to put people first. “Working class people is where I come from,” he said.

Brother Smith, an electrician by trade, is the father of two daughters—Christina, 21, and Crystal, 17. He remembers when his father died in 1965, and how he and his mother survived on two Social Security checks. Reflecting back, Brother Smith said, “I worked at school and with the New York City work program. In the summers, I worked on road crews, doing odd jobs and mowing yards—just doing anything to make money.”

He is also a veteran, having served in the 101st Airborne Division. “We’re in a terrible predicament,” he laments. “Veterans’ hospitals are a national disgrace, and small businesses are being creamed by corporate America.... Working people are the ‘nuts and bolts’ of our system, and they are finding it harder and harder to meet the needs of their families.... And current farm programs are not working for farmers.”

Brother Smith joined IBEW Local 1516 in 1980, and became its business manager in 1993. There he came into contact with people and public figures, and he saw a clear picture of the problems that plagued the country,



“I need your help,” says candidate Kirby Smith (left) as he talks to a construction worker about what’s needed for America’s workers.

but especially the workplace. Brother Smith pledges to make things better for people, rather than corporations. “In Washington,” he said, “Congress is out of touch with the grass roots people. That’s because Congress is made up of lawyers and the very wealthy. I am going fight to elevate the standard of living and raise the quality of life for workingmen and -women in Arkansas.... The major focus of government should be to ‘put people first,’” he said. “But it isn’t....”

If elected, Brother Smith lists some of his top priorities. They are to:

- provide for the health, safety, education and comfort of children, the elderly and disabled;
- insure that upward mobility is possible for all Americans who are willing to work hard;
- strengthen America’s industrial base to improve the American workers’ standard of living;

- promote fair trade, instead of free trade; this means stopping trade with countries which have no labor laws, and especially, those with no child labor laws;
- insure that the family farmer and small businesses don’t become endangered species;
- stop illegal immigration and secure the country’s borders.

Brother Smith added, “The GOP talks about tax cuts when the budget’s not balanced and the debt is not paid. They’re not interested in doing anything to hurt the wealthy elitists.... We’ve got to pay our bills...[we were taught] to pay our bills and the government must do the same. If you send me to Congress, I will represent all the people.... We need a representative who will go to Washington and play David against Goliath. I am that man—I can do it!”

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The Beat Goes On

Union Members Helping Others



Stories of union members helping others are not heard often enough. And in these times when it seems that the spirit of meanness is taking over many aspects of workers' lives, there is always that candle—the specialty of "The Union of Hearts and Minds"—lighting the way. What follows are two instances of the willingness of union members to go that extra mile.

Local 134, Chicago, Illinois

On October 18, 1995, fire raced through the house of May Norgle, a widow over 80 years old, and longtime resident of Willow Springs, Illinois. Mrs. Norgle lives on a very small fixed income, and did not have any insurance to pay for the extensive repairs required. She had no close relatives to help her.

The Village of Willow Springs reacted as many small communities would—they reached out and helped. Brother Joe Pastorino, a business representative with the Carpenter's Union and resident of Willow Springs, put out a call for help to the Chicago Building Trades, IBEW Local 134, and the Chicago Labor-Management Cooperative Committee (LMCC). Help came in the form of

dozens of volunteers and donated materials. Local 134 member Steve Scannell gathered much of the material needed to completely rewire Mrs. Norgle's home. He was assisted by Brothers Ruben Almendarez, John Reginetz, and Bob Tompkins. All worked to install boxes and other electrical work needed to bring the wiring to code.

Said Business Manager Michael Fitzgerald, "I am thankful to our members and the other tradesmen from the Chicago Building Trades, who unselfishly donated their time for this job." Added Local 134 Business Representative and co-chair of LMCC Gary Niederkorn, "It's such a great feeling when the 'IBEW Union of Hearts and Minds' can help somebody. That's what we're all about." ■



Above, Mrs. May Norgle (fifth from right) stands with members of Local 134 and the Chicago Building Trades. "God bless you," she said. "I don't know what I would have done without you all."



At right, Local 134 Business Representative Richard Sipple (left) thanks Brothers Steve Scannell (center) and Ruben Almendarez for a job well done.



Twin City Electric Local 197 members who helped a handicapped senior citizen by rewiring her home. From left to right are Brothers Henry Rivera, Harold Misch, Rich Painter and Mike Mulcahey.



AFL-CIO Community Services Liaison Gary Leake.

Local 197, Bloomington, Illinois

The call came from the Association for the Developmentally Disabled in Woodford County, Eureka, Illinois, to Local 197. The Association's Case Manager, Karen Johnson, was referred to Local 197 through the Bloomington, Illinois, AFL-CIO Community Services Liaison, Gary Leake. She asked the local's Business Manager Robert Williams if they would help a handicapped senior, who had recently lost her caretaker/sister, and was trying to manage living on her own. She had an electric stove, which lacked adequate power, and she was trying to cook on a wood-burning stove—a situation that could be potentially dangerous.

Business Manager Williams contacted Local 197 member Harold Misch, who is a partner in a newly formed company, Twin City Electric—a group of trained Local 197 union electricians. One electrician was sent to the home to set up a 220V outlet. What he found were frayed, disconnected, and bad wires, which were totally inadequate for any of the appliances in the home. After assessing what was needed, the member returned to the local, enlisted the aid of three other Twin City partners, and went back that Sunday to bring all the wiring in the entire house back to code.

In a letter to Brother Misch, Case Manager Johnson said:

"Thank you could never be enough to show our appreciation for the voluntary electrical job you did recently for Velma. You and others like you make the world a better place for those who are less fortunate...."

And on other Local 197 volunteer projects, several fourth-year apprentices did volunteer wiring on a Girl

Scout project. Members donated time and labor to the construction of a youth center in Downs, Illinois, and to the construction of a facility to be used for a maintenance area for the Children's Foundation of McLean County. No matter where IBEW members are, they put their community first, volunteering time, materials and labor—truly "The Union of Hearts and Minds."

At right, Local 197 fourth-year apprentices, who did some volunteer wiring for the Girl Scouts are, from left, Brothers Joe Wilkins, Jason McHenry, Jim Miles, and Brad Webb.



Below, a view of the newly constructed youth center in Downs, Illinois.





IN FOCUS

The Benefits Of Being Organized

The antilabor forces have amassed again and are reciting their standard mantras: Organized labor is dead; no one wants to join unions; and unions are unnecessary in the workplace of the future. How wrong they are!

Organized labor is alive and strong. It will survive as long as mankind survives, for organized labor comprises human beings who have joined forces in organizations with a common purpose and a common pride.

Why have people throughout the ages organized into labor unions? Why will they continue to organize? Whom will they organize? Who benefits from organized labor?

Why Workers First Organized

Particularly in the last century, workers realized that in numbers and in unity, there is strength. Their working conditions were deplorable; their hours of labor were exceedingly long and wearying; their pay was meager and unjust. As individuals, how could they overcome such burdens? They could not. So, workers organized into groups with similar jobs and interests to gain leverage in their dealings with employers. These groups—unions—accomplished much as they fought for fairness and justice for workers. But the need for their continuation remains.

While organized labor succeeded in overcoming many adversities in many industries, it has not yet accomplished all its goals. In many parts of

the world, deplorable working conditions, long work hours and inadequate pay remain the worker's plight. In the United States and Canada, organized labor suffers the threat of union busters determined to destroy unions and end labor's right to bargain collectively for improved working conditions, shorter hours of work, better pay and benefits which are due to all working people. Many workplaces in the United States and Canada still lack the improved conditions won by organized labor through collective bargaining in some industries and plants. That is why working people will continue to organize into labor unions.



How to Organize The Unorganized

Organized labor cannot rest until all unorganized workers become aware of the goals and achievements of labor unions; of the benefits of membership in organized labor; and of labor's unending pursuit of social, political and economic improvements for all human beings. Organized labor cannot rest until all unorganized workers are allowed to decide for themselves, by secret ballot, whether or not they want to belong to labor unions.

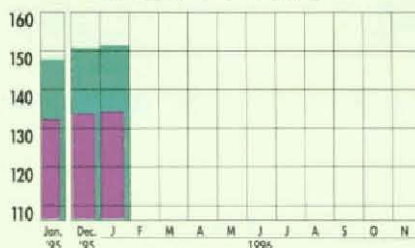
Who can best relate the truth about organized labor to the unorganized? The members of labor unions, of course. Each of us in organized labor should realize that we could not have accomplished anything on our own. The founders of organized labor, united in their cause, struggled long and hard to improve pay, conditions and benefits. We have won additional improvements through our continuing membership in labor unions and by bargaining collectively for all, not just for a few. The founders of organized labor overcame hurdles we will never face. They fought the good battle, not just for themselves, but for all unorganized workers and for future generations. We cannot become smug in the belief that we did it all for ourselves. We cannot become complacent and think we have it made and to heck with the other guys.

It is not enough to feel satisfied and think, "My plant is organized; why should I bother to help organize that other plant across town?" It is not enough to feel satisfied and think, "My construction job is organized; why should I bother to help organize that other construction job across the street?" It is not enough to feel satisfied and think, "My office is organized; why should I bother to help organize that other office in the neighborhood?"

CONSUMER PRICE INDEX

YEAR TO DATE

Month	Year	UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
January	1996	151.7	134.2
December	1995	150.9	133.9
January	1995	147.8	132.1



U.S. CPI-W increased 0.8 index points during the last month or 0.5%. The increase during the past year was 3.9 index points or 2.6%.

Canada CPI decreased 0.3 index points during the last month or 0.2%. The increase during the past year was 2.1 index points or 1.6%.

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

Prepared by: IBEW Department of Research and Technical Services, February 1996.

It is never enough until we reach all unorganized workers so they, too, can enjoy the improved conditions of work and better living conditions workers have won by belonging to labor unions. It is never enough; because complacency breeds a false sense of security. What has been gained can sometimes be lost. The pitfalls of complacency are intensified by the efforts of those who would like to slay organized labor and dump it into a deep grave.

Organized labor must get out and organize those with whom we are now competing for jobs. We must recruit new labor union members. Our goal, stated as the first "Object" of the IBEW, is "to organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions." As members, we can sell the IBEW to nonunion workers by being friendly and helpful, and by being informed about the IBEW and organized labor in general so we can answer their questions. The pride we have in our training and skills is evident in the products and services we provide. Still, it never hurts to tell others about the opportunities available to us in organized labor through apprenticeship programs, training courses and other educational opportunities.

We must educate the unorganized about the additional benefits gained through collective bargaining—pensions, annuities, paid vacations and holidays, medical and hospital insurance, dental insurance, paid prescription plans, vision care, etc. We must explain to the unorganized that the benefits gained through belonging to a labor union are good, concrete returns which guarantee future work opportunities and a better way of life for our

families. We must demonstrate our pride in belonging, our sense of accomplishment, our camaraderie and our spirit of sharing. We must tell the unorganized what organized labor can do for them. We need to organize!


Who Benefits From Labor Organization?

The efforts of organized labor result in better working conditions, hours of work, pay and fringe benefits for union members, of course. But workers derive other benefits from union membership. Union members are better informed on many matters. They make better voters. They show a real interest in the progress of working people. They can speak with more authority on social, economic, labor and political matters. They can help inform others. They also have a voice in decisions made by their local unions, civic groups, political associations, national political parties and consumer groups.

Is organized labor, then, a "special-interest" group, as has so often been

charged (particularly during election campaigns)? Clearly, the answer is, no. Since its inception, organized labor has led the battle for a wide range of protective measures for the welfare of all people—for decent working hours, conditions and pay for all workers, not just union members. Organized labor is often a leading proponent of important social legislation; such as, Social Security, Railroad Retirement, Medicare, safety and health protection on the job, food programs for the hungry, public health programs, civil rights, voting rights, better consumer protection, equal pay for equal work, equal employment opportunities and public education. Organized labor supports legislation regarding minimum wages and overtime compensation, child labor, age discrimination, the shorter workweek, workers' compensation, unemployment compensation, better housing, better transportation, adequate and equitable taxes, job training for the unskilled, and government-sanctioned apprenticeship programs. As we said before, organized labor supports programs and legislation which benefit everyone.

Members of organized labor, through their local unions, participate in a variety of community activities—civic campaigns and projects, blood donations, blood pressure and diabetes checkups, scout troops and athletic teams, agencies which help the less fortunate, etc. Just as they reap benefits from bargaining collectively with management, so union members reap benefits from collectively acting on behalf of others.

No, organized labor is not a special-interest group. It is a group of special interests. Ours is the cause of many, and we will continue our cause that the many may be served. 





SAFETY & HEALTH TIPS

Avoid Ladder Hazards— Step By Step

Risky work practices often occur with familiar equipment and work methods. Accident data from The National Traumatic Occupational Fatalities Surveillance System and BLS Annual Survey of Injuries and Illnesses indicate the leading cause of fatal accidents are falls from ladders at 72.4 percent, with electrocutions involving ladders being the second largest cause of fatalities at 20.4 percent. Ladder work is routine for a large number of IBEW members. The construction industry leads the rest of the industry divisions at 45 percent of fatal work-related falls and 61 percent of the electrocutions involving ladders. Ladder safety needs to be emphasized in training and in everyday work.

It has been estimated that 80 percent of ladder accidents occur because of improper use. Major causes of falls include the following:

- ✓ Ladders are not held, tied off or otherwise secured.
- ✓ Slippery or worn surfaces and unavoidable weather conditions cause workers to lose footing on rungs or steps.
- ✓ Workers fail to grip ladders properly when climbing up or down.
- ✓ Ladders are placed on poor footing or at improper angles, causing them to slide.
- ✓ Because of inadequate pre-job inspection, defective ladders are used.
- ✓ Ladders topple in high winds.
- ✓ Ladders are used too close to electrical lines or are inappropriate for electrical work.

As a general rule, ladder use should be limited to personnel who are trained in ladder use and inspection. Defective ladders should be plainly tagged and identified as rejected for use, repaired or destroyed if determined to be damaged beyond safe repair.

Training should include the following precautions:

- ✓ Check ladder for defects at the start of work, after it has been used in another location by other workers or when it has been left unused in one location for a long time.
- ✓ Look for overhead power lines before you lift, carry or erect any ladder. Do not use aluminum ladders when overhead lines are close to the work.
- ✓ Do not perform any electric-related work from an aluminum ladder.
- ✓ When carrying a ladder, inspect the route for clear and sound walking surfaces and any other obstacles.
- ✓ Never erect ladders on boxes, carts, tables or unstable surfaces.
- ✓ Do not place ladders against flexible or movable surfaces.
- ✓ Place straight extension ladders one foot distance horizontal for every three or four feet vertical.
- ✓ Set the ladder on a firm, level surface. If the base is soft, uncompacted or rough soil, use a firmly anchored mudsill.
- ✓ Secure the base of the ladder against accidental movement.
- ✓ Tie off the top of the ladder to prevent movement.
- ✓ Clear all obstructions from areas around the base and top of the ladder.
- ✓ Limit single-width ladders to one person at a time. On a double-width ladder, a maximum of two people should be allowed only when each is on a separate side.

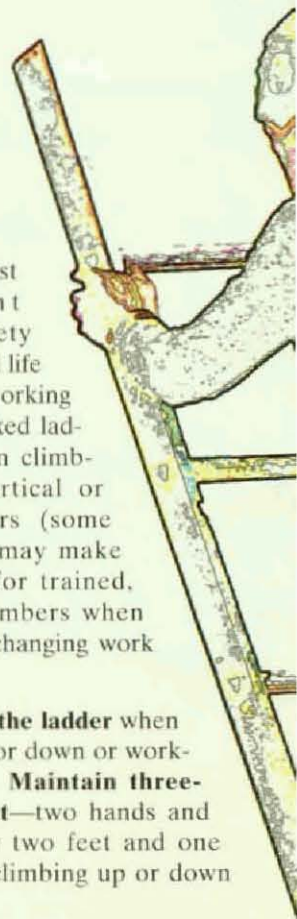
- ✓ Use fall-arrest equipment such as safety harnesses and life lines when working from long, fixed ladders or when climbing long vertical or fixed ladders (some regulations may make exceptions for trained, qualified climbers when climbing or changing work locations).
- ✓ Always **face the ladder** when climbing up or down or working from it. **Maintain three-point contact**—two hands and one foot, or two feet and one hand when climbing up or down a ladder.
- ✓ Never straddle the space between the ladder and another point.
- ✓ Use a ladder designed for your task.

Finally, too many injuries occur because there are not enough ladders for proper access. This leads to makeshift measures and accidents. There should always be enough ladders for safe, efficient access.

About 50 percent of all ladder accidents occur when the ladder is being used as a work platform rather than for access. Scaffolds and scissor lifts would substantially reduce this toll.

A surprising number of accidents occur when workers take the first step at the top or bottom of a ladder. It is often at this point where an unsecured ladder will slide or slipperiness or muddy foot-wear will slip on ladder rungs.

If you must work from a ladder, it should be long enough to let you stand **no higher** than the fourth rung from the top. Keep your body between the rails, and don't lean to either side. Make sure your footwear



Labor Calendar

APRIL



4 Martin Luther King, Jr. was assassinated in 1968 while helping striking sanitation workers in Memphis, Tenn.

essence of trade unionism is uplift. The labor movement traditionally has been the haven for the dispossessed, the despised, the neglected, the downtrodden, and the poor."

12 Florence Reece, active in Harlan County, Kentucky, coal strikes and author of the famous labor song "Which Side are You On," was born in 1900.

20 In 1914, company gunmen attacked a tent colony of striking miners and their families in Colorado, setting it ablaze and killing 19 men, women and children in what is remembered as the Ludlow Massacre.



Fellow miners come to aid workers after Ludlow Massacre.

14 In 1939, John Steinbeck's *The Grapes of Wrath* was published. The novel of social protest dramatized the story of "Okies"—workers who migrated from Oklahoma's dust bowl to the groves of California—and experience tremendous hardships and exploitation along the way.

27 James Oppenheim's poem, "Bread and Roses," was published in *Industrial Solidarity* in 1946. "Our lives shall not be sweated/ from birth until life closes/ hearts starve as well as bodies;

15 A. Philip Randolph, an African-American and one of the most influential trade unionists in the U.S. labor movement, was born in 1889. The organizer and president of the Brotherhood of Sleeping Car Porters, an all-black union, Randolph said: "The



A. Philip Randolph

give/us bread, but give us roses," the poem reads. It was penned after Oppenheim saw a sign held by young mill girls picketing in the 1912 strike against woolen companies in Lawrence, Mass.

has slip-resistant soles and heels. Don't hesitate to move the ladder to the best location for the work. 

Summary Annual Report

International Brotherhood of Electrical Workers Pension Benefit Fund

This is a summary of the annual report for the International Brotherhood of Electrical Workers Pension Benefit Fund, Employer Identification Number #53-0088380, for the year ending June 30, 1995. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by trust. Plan expenses were \$87,169,887. These expenses included \$8,170,321 in administrative expenses and \$78,999,566 in benefits paid to participants and beneficiaries. A total of 358,769 persons were participants in, or beneficiaries of, the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan was \$1,004,269,885 as of June 30, 1995, compared to \$917,196,500 as of July 1, 1994. During the plan year, the plan experienced a increase in its net assets of \$87,073,385. This increase included 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. During the year, the plan had total income of \$174,243,272, including (but not

limited to) member contributions of \$34,485,343, gains of \$14,399,686, from the sale of assets, rental income of \$1,038,075 and earnings from investments of \$124,320,168.

Your Rights To Additional Information

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

1. Accountant's report;
2. Assets held for investments;
3. Transactions in excess of five percent (5%) of plan assets.

To obtain a copy of the full annual report, or any part thereof, please write or call the office of Mr. Jack F. Moore, who is the plan administrator, 1125-15th Street, N.W., Washington, D.C. 20005, (202) 728-6200. The charge to cover copying costs will be \$9.75 for the full annual report or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on

request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying 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 1125-15th Street, N.W., Washington, D.C. 20005, and 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 Benefit Programs, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. ☐

Safe Jobs *keep the promise alive!*

April 28, 1996

WORKERS MEMORIAL DAY

AFL-CIO

LOCAL LINES

LOCAL 18 LINEMAN'S RODEO

L.U. 18 (u), LOS ANGELES, CA—Local 18 is presently forming our 1996 Negotiating Committee for our five bargaining units, since our contracts expire Oct. 1, 1996. If all proceeds as planned, negotiations should be concluded before the expiration date.

The Los Angeles Department of Water and Power is still looking to hire journeyman linemen. For information the contact person is Denny Poplawski (818) 771-6118.

The Local 18/Department of Water & Power Lineman's Rodeo is set for May 18, 1996. If you would like to participate, contact Denny Poplawski at the above-listed number.

RUSS BUTOW, P.S.

NEW CONTRACTOR SIGNED

L.U. 22 (l.rts&spa), OMAHA, NE—Bus. Mgr. John Bourne recently reported that Midwest Electric has signed a contract with Local 22. Bros. Steve Suden and Larry Hansen are co-owners of Midwest Electric, our newest contractor. At press time the company was working on installation of new conveyors (and renovation of old conveyors) at Nebraska Beef here in Omaha. Midwest is field-designing all of the electrical controls, as there are no blueprints for any of these machines. Nebraska Beef is very pleased with the skilled and productive craftsmen Local 22 has referred to our newest signatory contractor.

Recently Local 22 was awarded by the NJATC for training more than 50 percent of our journeyman wiremen. JATC Dir. Jim Paladino stated that this award was presented to only one out of every 35 locals across the country. In 1994, 79 percent of Local 22 members participated. Take advantage of any journeyman continuing education classes as they are offered so we can stay ahead of the non-union competition.



Pictured are Local 22, Omaha, NE, members working for Midwest Electric on a project at the Nebraska Beef plant in Omaha: from left, back row, Joe Wright, Pat Fields, James Ellsasser, Bob Pulliam, Bill Suden; front row, David Preble, Stan Zyla and Phil Bremken.

Thanks to the efforts of Organizer Fred Munch and other members, we have been picketing, salting and working to organize many of the non-union contractors' "key employees." At press time several charges, which had been held in abeyance with the *NLRB v. Town & Country Electric Co.* case, were awaiting processing.

We extend our condolences to the families of the following Local 22 members who have passed away recently: Gerald Sowers, Frank Haffner, Lloyd Schuelke and Marvin Suden. May our Brothers rest in peace.

We thank Paul Sadofsky for once again putting on a great Christmas party for the kids in 1995. It was attended by about 150 people, including members and their children and grandchildren.

Have a safe and enjoyable spring and summer!

CRAIG L. PREBLE, P.S.

VOL-TEC ELECTRIC MEMBERS WELCOMED

L.U. 24 (i, spa&es), BALTIMORE, MD—At this writing, Mother Nature has once again been creating havoc on construction sites throughout our area. A year and a half ago, the Perryman Project was struck by a tornado, causing extensive damage. Now the severe win-

ter weather has slowed progress on several major jobs, such as the expansion of the Baltimore Convention Center.

At press time in early February, our five contractors on the site (Calmi, Deca, Enterprise, Mace and Urban) have approximately 60 electricians working, but nearly three feet of snow and below-zero temperatures have taken their toll. Conventions are already booked for this fall, so the September completion date is not flexible. This \$160 million job is adjacent to Camden Yards, where construction on a new football stadium is expected to begin this summer.

The FMC job, which has a June completion date, also has been hampered by the weather. We have 60 members working for Riggs-Distler on the job, but they were working less than 40 hours a week in January and February due to the hazardous conditions.

At the January meeting, Organizing Dir. Jim Correll handed out 31 checks to members as part of an unfair labor practice settlement against North American Electric. The \$30,000 award was from North American's refusal to hire union members who answered its help-wanted ad. Several other unfair labor practice charges against various non-union contractors are still before the NLRB.

Also, we wish to welcome the members of Vol-tec Electric into the Local 24 family. Thanks to the efforts of Bus. Mgr. Woody McNemar, we signed an agreement with the company in January.

We extend our condolences to the

families of the following members who have passed away recently: John L. Rosser and Ottis F. Clingerman Jr. Our Brothers are missed.

GARY P. PRESTIANNI, P.S.

ANNUAL PICNIC IN AUGUST

L.U. 26 (ies.govt,mt.em&ees), WASHINGTON, DC—Organizing remains at the forefront of the local's activities—and, in this light, we have added an additional business agent, Ramiro "Butch" Ramos, to our staff. Presently, Butch is working with our organizers in the Washington, DC, office; however, he eventually will concentrate his efforts mainly in the Shenandoah Valley region.

The local union has received many outstanding scholarship applications, and we anticipate the committee's selecting this year's winners in the near future. Watch the "Local 26 News" for the announcement!

Our job steward training class held the end of January was a success. The participants gained a wealth of knowledge and understanding from Fourth District Int. Rep. Steven Stump, who taught the class. If there are other members who want to take this class, they should please let one of the business agents know, and we will look into scheduling another one.

The golf outing scheduled for May 6 is well into its final planning stages! This has come to be a very popular event with our members and friends, and we look forward to it with much enthusiasm each year. We hope you are able to take part and share in the brotherhood and fun on this day.

If you are planning your summer calendar, be sure to make a note that Sat., Aug. 3 is this year's annual picnic. Again this year, our picnic will be held at Mayo Beach on the shores of the beautiful Chesapeake Bay.

Local 26 is saddened to report the following deaths: John M. Gibbs, Bruce A. Vincent; and retired members Roland F. Wells, Raymond Isherwood, Robert M. Schaefer Sr., John J. Barkanic, William L. Henson and John J. Rector.

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
(cs) 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	(lctt) Line-Clearance Tree Trimming	(pte) 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			

The following Brothers have retired since our last article: Thomas E. Bowles Jr., Edward R. Moscatti Jr., Harold E. Dubbs, Philip H. Buhler III, James E. Bennett Sr., Henry Becker, James R. Hall, Don C. Hockman and Clarence E. Balsom.

CECIL H. SATTERFIELD JR., B.M.

INTERNATIONAL OFFICERS PAY A VISIT

L.U. 40 (mps&em), HOLLYWOOD, CA—A packed audience of Local 40, Hollywood, CA, members was on hand to greet Int. Pres. J.J. Barry, Int. Sec. Jack Moore and Ninth District Int. Vice Pres. S.R. "Jack" McCann when they paid a recent visit to the local. The trio was greeted with repeated standing ovations as they addressed the January general membership meeting. More than one-third of the local union membership turned out for the occasion. Local 40 Bus. Mgr. Tim Dixon, speaking for the entire grateful membership, noted that it was the first time an International President had visited the local. He said, "Your presence and your leadership [are] very much appreciated by all of us."

The three International Officers were on hand to congratulate Local 40 and Bus. Mgr. Dixon on the unprecedented progress the local has made in the past few years.

In his address, Pres. Barry commended the leadership and the local for the significant increase in member participation, reflected by a seven-fold increase in meeting attendance in the past few years. "If this meeting is an indication of what you are doing," said Pres. Barry, "then I'm very impressed." He also congratulated the membership for implementing the new journeyman training program, which has resulted in millions of dollars in new fiber-optics work. He commended the members on their highly-sought-after skills and congratulated them for keeping work at the Hollywood studios nearly 100 percent union.

Int. Sec. Moore congratulated the local and Bus. Mgr. Dixon on the progress Local 40 has made. He reminded the members that this level of progress could not have been possible without the strong support of the membership. He thanked Local 40 for the significant increase in COPE contributions, which were at an all-time high in 1995, at \$10 per member. He pointed

out that the 1996 national elections are crucial for all of us and that this strong COPE support must continue.

Int. Vice Pres. McCann, who also attended the December meeting, told the members that he feels at home at Local 40, and he praised the local for exhibiting "so much warmth, unity and brotherhood." Bus. Mgr. Dixon and Local 40 Pres. Patrick Maurice presented the International Officers with jackets from Warner Brothers, Paramount and Universal.

PHIL BAER, P.S.

NEW OFFICERS APPOINTED

L.U. 48 (i,rts,em,rtb,st&c), PORTLAND, OR—By the time this article is published, last weeks' hot news will be cold. But here's a quick review. Greg Teeple was asked by Ninth District Int. Vice Pres. S.R. McCann to be a Ninth District International Representative. Greg resigned as Local 48 business manager and then accepted the new position. With all his years in the local, in the field, in the office, and in Salem lobbying and watching out for our interests, he brings solid credentials to the Ninth District.

The Local 48 Executive Board met and unanimously voted in Jerry Bruce as our new business manager. He will fill out the remaining 2½ years of that term. He has 30 years in the local and has served two terms as president. He also has served on the Executive Board; as a dispatcher; and as a business representative since 1986. You can see why the Executive Board appointed him.

Steve Shiprack, former vice president, moved into our business office as a representative. John Sargent, former Executive Board member, is now vice president. Hank Wiegel, as the next highest vote getter in last summer's election, now serves on the Executive Board. Bus. Mgr. Bruce appointed Luigi Serio as another business representative. Luigi will remain as president of Local 48 until after the International Convention in the fall of 1996; then he will step down, and a replacement will be appointed by the Executive Board.

We were pleased by the victory of Democratic Rep. Ron Wyden in the campaign against state Senate Pres. Gordon Smith to fill the U.S. Senate seat vacated by former Sen. Bob Packwood. Another Senate seat will be open, Sen. Mark Hatfield's, and we need to fill that seat with a Democrat as well.

U.S. Secretary of Labor Robert Reich recently spoke in Denver before a labor symposium. He stressed that working people must get out the vote in the 1996 elections to fight back against powerful foes who would take away all our hard-fought gains. He talked about efforts by the Republican-controlled Congress to repeal the Davis-Bacon Act, gut OSHA, and tap into pension funds. These guys are set on turning back the progress we've made over the years. We must defeat them.

Ask the machinists from Boeing about hardball and politics. Ask about the bottom line, downsizing, restructuring. Ask about gargantuan executive bonuses and cuts in health insurance programs. So, make it a point to get involved in some way, in local, state, national politics, to preserve your health, your pride and your worth as a working person.

Paul Behrmann, chairman of the Examining Board, reports a new standardized exam for Book III and Book IV members. The examining boards and apprenticeship directors of all Ninth District locals drew this up. Paul said it was a very fair, but thorough, three-hour test. He had to do some digging in old textbooks and American Electricians Handbook to get through it.

Cliff Davis put down the tools and moved into the business office as an organizer. He will help Mel Conner, our chief organizer. Cliff is also an instructor in our apprenticeship school and is well-liked and respected around the local.

As the old song goes: "If it wasn't for the union..."

JOE ESMONDE, P.S.

100TH ANNIVERSARY BANQUET

L.U. 56 (i,em&ees), ERIE, PA—During the winter months construction has been slow in our area, and I'd like to take this opportunity to thank our sister locals for the employment of our members. Spring should bring a brighter work picture with the \$70 million Bay Front Development Project predicted.

A special thanks to Bro. George Filak and his staff for the outstanding job they did on the Local 56 annual Christmas party last year. A visit from Santa brought smiles to every face as he passed out gifts to all the kids. Each year this event gets bigger and better. Over 100 children were in attendance. Whether you are 8 months old or 80 years old, I'm sure you will enjoy the Local 56 annual Christmas party. See you there next year. Thanks, George!

Preparations have begun for our local's 100th anniversary banquet. Although still some time away, the committee (made up of chairman Rick Foll, Joe Bossart, George Filak, Frank Gray, Mike Sinnott and Jeff Wolf) has begun the task of assuring that this banquet will be the most spectacular event in Local 56 history. Good luck, guys!

In closing, remember that organized labor not only depends on your participation, but also depends on your participation. Have you been to your local union monthly meeting lately? See you there!

RICK WOLF, P.S.

NEWS FROM DETROIT

L.U. 58 (i,em,spa&rtb), DETROIT, MI—Michigan was fortunate to have first lady Hillary Rodham Clinton honor Sen. Carl Levin as his special guest at a fund-raising event in January. Attending the event from our local were: Kathy Devlin, Doreen Bortman, Cathy Carney and Jacqueline Malewicz.

Mrs. Clinton spoke about economic trends across the nation and pointed out that in the last 20 years the income gap between the very richest and middle income people (that's most of us) has grown immensely. Incomes of the richest 1 percent of the population have grown astronomically, compared with the income growth realized by the rest of us. She also pointed to the importance of the coming elections and noted the necessity of electing friends of working people to office.

Election time is not so far away, and we need to determine which candidates care about the quality of life for working people. There are important decisions to be made concerning labor laws, tax laws, welfare changes, health care innovations, and many other issues that affect us every day.

Can we bring about change? Maybe. How? By using our votes where they count the most. We benefit only when we send the people who support labor into the political arena. Mrs. Clinton had high praise for Sen. Levin as one of the most honorable Senators in the country. As residents of Michigan, we know Mrs. Clinton is right; and in this day and age, it is especially refreshing to hear something good about a politician. Let's give Sen. Levin our support in the upcoming election. And let's also help elect Debbie Stabenow as U.S. congresswoman from the 8th District.

Union members on a months-long strike at the *Detroit Free Press* and the *Detroit News* have expressed their thanks for our support of their cause, and that thanks goes particularly to Kevin Mackey. Kevin would say he doesn't deserve it, but all those people think differently. They have called the hall to express their gratitude, and we pass it on to Kevin, his family and crew. I hope Kevin accepts this appreciation with the same giving heart that produces those wonderful dinners he and all his helpers (you know who you are, even though I can't name you all in this space) have put on over the months of this long strike. I hope the strike will be over by the time this article is published; but if not, please make it a point to attend one of these dinners. The food is great, the company is great, and you will be supporting strikers. Buy a ticket even if you may not be able to attend. Watch the Building Trades paper, or call the hall for information.

Work has slowed just a bit, with 130 people on Book I as of this writing in February 1996. With spring on the way, we will again have full employment.

The 1995 Christmas party pictures are on display at the union hall. Be sure to take a look at the festivities, and decide to join us at the '96 Christmas gala.

Work with safety in mind.

KATHY KNAPP DEVLIN, P.S.



Pictured at the Local 40, Hollywood, CA, January general membership meeting are, from left: Ninth District Int. Vice Pres. S.R. "Jack" McCann, Int. Sec. Jack Moore, Local 40 Bus. Mgr. Tim Dixon, Int. Pres. J.J. Barry, and Local 40 Executive Board member Jim Schori.



Honorary members of Local 60, San Antonio, TX, display their new "Gold Cards." Pictured from left are: Pres. Charles "Chip" Goode; honorary members Phyllis Weber, Norma Katz and Betty Cannon; and Bus. Mgr. Richard "Gene" Chamberlain.

FULL-TIME ORGANIZER

L.U. 60 (i), SAN ANTONIO, TX—As newly appointed scribe for the local, I would like to say hello to my Brothers and Sisters of the IBEW and start with a very pleasant announcement. Three women who have been great assets to the local and its members were given honorary memberships.

Shortly after honorary Sisters Betty Cannon, Norma Katz and Phyllis Weber were given their "Gold Cards" during a suspension of the meeting, the fire alarm went off, and the new Sisters had to walk down the fire stairs from the 14th floor. Talk about your initiations!

On a much less happy note, our work situation continues to be slow. One bright spot in the work situation is that other locals do have work for those members willing to travel. Our heartfelt thank-you goes to those locals providing employment for our members on the road. This is what brotherhood is about.

Bro. Rudy Mendoza has come into the local union office as our full-time organizer and is already hard at work. We wish him well, as this task may well decide the future of the local and the IBEW.

CHARLES WATSON, P.S.

ACCOMPLISHMENTS OF 1995

L.U. 66 (o,u&t), HOUSTON, TX—1995 was a busy year for Local 66. Besides intervening in the Houston Lighting & Power Co. rate case, we spent a lot of time with the Texas State Association of Electrical Workers in Austin, fighting retail wheeling and the deregulation of electric utilities in Texas. At the end of the legislative session, there were only three major changes to the Public Utilities Regulatory Act (PURA); and one of those changes was made at the recommendation of the Texas State Association of Electrical Workers.

We recommend that all IBEW members contact their legislators. Tell them to look at history and see what value has accrued to working men and women in America as a result of deregulation. The answer is **none!**

Congratulations to all our Brothers and Sisters at South Texas Nuclear Plant for their world record outage. This is an accomplishment we can all be proud of, and it shows what can be

done when we work together as a union.

Congratulations also to all the teams who competed in the World's Finals Lineman's Rodeo. All six teams finished in the top one-third, with three teams in the top 10. The team of Phil Kanaby, John Slanina and Rick Schwartz (one of the two teams sponsored by Local 66) took second place overall and won the speed climbing event.

As we can see from some of the accomplishments in 1995, Local 66 has the best trained and best qualified members, not only in Texas but also in the world.

GREG LUCERO, B.M.

BUILDING ON PROGRESS

L.U. 68 (i), DENVER, CO—During the last 10 years, the IBEW has made a lot of changes. Things that were unheard of 10 years ago are commonplace today.

Organizing is a good example. A decade ago the vast majority of locals did little, if any, organizing. Today almost every construction local in the IBEW has a full-time organizer. Local union members have been introduced to and educated through COMET, Salting programs, market recovery, investment tracking, and Davis-Bacon enforcement are but a few of the tactics in the new overall organizing strategy of the IBEW.

We have organized new members, signed new contractors and gained new customers we never would have thought possible in the past. As IBEW members, we have worked to change the way we view the world; and we hope that, in the process, the world's view of us has changed as well.

As we forge ahead, we all know we have years of hard work before us. We will have to continue to introduce new workers entering the work force to our great Brotherhood. As new contractors go into business, our job will be to convince them to sign agreements with the IBEW.

We are at a critical time for the future of the IBEW. We must organize the workers and sign our fair contractors' competitors in order to survive as union members. At the same time, we must not allow ourselves to become a mediocre work force, easily replaced by lesser skilled workers.

Training must continue to be one of our highest priorities. Apprentices turning out of IBEW programs must be

the best. Journeymen must be more skilled and knowledgeable than ever before. Journeyman upgrade training is more critical now than ever.

It is a delicate balance to continue to organize the unorganized, while simultaneously keeping standards high and demanding the top in skill and craftsmanship. But it is a balance we must maintain if we expect to demand the best in wages and working conditions for the members of the IBEW.

JIM RINEY, PRES.

PRESIDENT'S DAY RALLY

L.U. 76 (i,r,s,t&c), TACOMA, WA—Greetings, Brothers and Sisters. Oh, what a show! The President's Day Rally held Feb. 19 was a huge success. A large turnout of working people from all trades were there. An unimaginable variety of workers, families, retirees—union and non-union alike—turned out for the rally. We were all brothers and sisters in solidarity that day, for the battle belongs to us.

Bro. Mike Augustine is stepping down after seven years as press secretary for Local 76. We thank you, Mike, for your time, energy and dedication to our "Local Lines."

Winter was a little slow, but with spring right around the corner, work has been picking up. INTEL has arrived in Washington state, as well as work at the Fort Lewis Barracks, University of Washington (Tacoma Branch campus), Pioneer Aggregates and the Pierce County Jail. The new Museum of Natural History should be opening soon.

The JATC tells me that journeyman wireman's continuing education enrollment goes on through the regular school year. Contact Tony Lewis or Jan Bathurst for more information. Speaking of Tony Lewis, he is our new JATC training director. Darrell Elder, who held the training director position for 20 years, retired Dec. 1, 1995. Again, thanks aren't enough for the responsibility of taking grass-roots apprentices (myself included) and turning out qualified educated journeymen. Enjoy your retirement, Dick; you well deserve it!

We mourn the loss of five retired Local 76 members: Bros. Ardelle Faris (who was dues clerk for 40 years and a member for 50 years), Victor Droege, Clyde Hirschberger, Jim Strand and John Wisdom. We extend our condolences to their families.

I guess a self-introduction is in order. I'm Jaki Osborn, the new press secretary for Local 76, and I hope to be bringing you the latest news and events as they happen in our Pacific Northwest.

Work hard and be safe. See you in June!

JAKI OSBORN, P.S.

LEGISLATIVE CONFERENCE

L.U. 80 (i,o,r,t&s,p,a), NORFOLK, VA—Employment began to slow down in the Tidewater area over the winter months after many smaller jobs, as well as the expansion job at the Ford Motor Co., finished up. However, soon we will begin work on the expansion of the Chesapeake Bay Bridge Tunnel, where

an additional two lanes will be added. This job is expected to last a good while. The improvements arise as a result of safety concerns, as well as increased traffic flow from Norfolk to the Eastern Shore of Virginia.

At the time of this writing in late January, we were in contract negotiations. We thank the Negotiating Committee for all their hard work on our behalf. We will report all of the details in our next article.

At this writing, the delegates of the Tidewater Central Labor Council were getting ready to attend the 11th Annual Statewide Legislative Conference formulated by the Virginia State AFL-CIO Legislative Action Committee. At the February conference, topics of discussion will have included our legislative program and the status of bills of interest to the federation. The state AFL-CIO seeks to involve all federation affiliates in determining organized labor's legislative agenda for the Virginia General Assembly by proposing and enacting priorities at Virginia Constitutional Conventions. It also seeks to hold legislators accountable to the working people of the state by meeting with the elected officials on a regular basis, and by determining our COPE endorsements of candidates on the basis of their legislative voting records on issues of importance to working people.

Through our support of union-endorsed officials, some of the issues addressed at the Legislative Conference have a good chance of becoming law. Strengthen your local participation. See you at the next meeting.

BRITT LONG, P.S.

ORGANIZING BEARS FRUIT

L.U. 86 (i,r,t,s,e,m,s,p,a,e,s&e'es), ROCHESTER, NY—I hope this article finds everyone in good health and good cheer and looking forward to the end of winter and the beginning of spring. I know that for us, this past winter brought unemployment after a very busy summer and fall. We were able to put some travelers to work. And this past winter saw other locals returning the favor. We would like to extend our thanks to those locals that were able to put some of our members to work in their jurisdictions. I hope by the time you read this, the work in our area will have started to pick up.

Our organizing efforts are starting to bear fruit. In the past eight months, we have signed several contractors: Reynolds Electric, Ty Electric, Suburban Electric, Pioneer Electric and Concord Electric. We welcome them and their employees to the Brotherhood. I think they will find it was the right decision.

However, there is still a thorn in our side. That thorn is TAD Temporaries. One of our largest customers in the Rochester area is the Eastman Kodak Co. TAD Temporaries bid on and was awarded, along with an IBEW contractor, a contract to supply manpower to Kodak on an as-needed basis. After having been awarded the work, TAD advertised in the paper for people of all trades. We, along with the other trades in our area, sent over 60 tradesmen to apply for jobs. We hope they will give

us the opportunity of employment, so that we may show them the skills and productivity of union tradesmen.

We extend our condolences to the families of the following members who passed away recently: Philip E. Hale, Arthur T. Hewitt, Jack N. Childress, Minford Kester and Donald C. Loos Sr. Our Brothers will be missed. May they rest in peace.

Well, Brothers and Sisters, I must close for now. I hope you have a safe and happy spring and summer.

TERENCE CONHEADY, P.S.



Local 90, New Haven, CT, member Ralph Giordano with actress Stephanie Powers, during a break at the Volvo Tennis Tournament at the Connecticut Tennis Center in New Haven.

95TH ANNIVERSARY DINNER-DANCE

L.U. 90 (i), NEW HAVEN, CT—Our local held its 95th anniversary dinner-dance at the Woodwinds Restaurant in Branford, CT, on Nov. 3, 1995. In addition to celebrating 95 years as an IBEW local, we honored 53 members with 25-year service pins. Approximately 300 members and guests were in attendance for an evening of celebration, good food and dance.

The local's 1995 children's Christmas party, held Dec. 10, was a great success. With Santa and his cast of helpers, presents were plentiful for the children at the party, as well as for children at several area hospitals. Over 400 people attended the party, which also was held at the Woodwinds in Branford, CT.

With the cooperation of 60 Local 90 members, approximately 500 man-hours were contributed toward the 1995 UI Fantasy of Lights project. This event, which featured more than 200,000 sparkling lights and 23 spectacular displays, transformed Lighthouse Park in New Haven into a fantasy land. The dazzling light displays were from 8 feet to 30 feet tall, and many of them were animated. This event was held to raise money for the Easter Seals Rehabilitation Center of New Haven, which provides comprehensive treatment and vocational programs for adults and children with disabilities.

Local 90 extends its heartfelt thanks to Roy "Red Dog" Harrison, who recently stepped down as treasurer of Local 90. In addition to serving as treasurer, Roy has volunteered countless hours of his time on behalf of the local and the community. He served as co-chairman of the retirement dinner and has unselfishly helped out with virtually

every volunteer effort in which our local has taken part.

As always, support your local in whatever manner you are able.

GREG WILTSHIRE, P.S.

GRADUATION BANQUET

L.U. 98 (i,em,as&it), PHILADELPHIA, PA—At our local union meeting on Tuesday night, Dec. 12, 1995, Bus. Mgr. John Dougherty handed out COMET checks totaling \$125,000 to local union salts. The checks were the result of settlement awards against non-union contractors, who have since signed an agreement with Local 98.

On Nov. 3, 1995, the class of '95 held their graduation banquet at the Penn's Landing Caterers, Third District Int. Vice Pres. Ed Hill addressed the graduates, stressing the importance of continuing their education to meet the needs of a changing electrical industry. Other honored guests, including Mayor Ed Rendell and City Controller Jonathan Sidel, also spoke at the banquet.

That evening, Apprentice Training Dir. Bill Wusinich presented achievement awards. The Highest Average Award and the Kelleher Award went to Bro. Gregory Unger; Most Improved Average Award went to Bro. Brian Smyth. Bro. Richard Sprangers received the Perfect Attendance Award, and the Kline Tool Award went to Bro. Christopher Boyd.

We take pride and satisfaction in Bro. Rick Mariano's victory in winning election to the City Council on Nov. 7, 1995. It is good to know that one of our own members serves the interest of Local 98 on the City Council. A great deal of the credit for this win must go to the army of Building Trades volunteers, who worked the polling places all day, despite the cold weather. Congratulations to City Councilman Rick Mariano.

MATTHEW P. JUDGE, P.S.

SAFETY MEETING HELD

L.U. 100 (i,o,em,rt,s,c&st), FRESNO, CA—I recently attended a safety meeting at Fresno's Waste Water Treatment Plant to photograph the "fall of 1995" crew working with Domar Electric on the expansion project there, and to get information on the early '96 completion date. The meeting featured discussion of safety on the job and at home. At this writing Domar Electric has 60-plus electricians working on the job. Let's get the second expansion project job as well.

Service pins were handed out in Jan-



Santa and Mrs. Claus are surrounded by Local 102, Paterson, NJ, Activity Committee members: Bernie Corrigan, Don McGlew, MaryAnn Groves, Bob DelleCava, Ken Canti, Pat DelleCava and Mark Roche.

uary, and there was a full house. Congratulations to all.

Be safe. See you at the next union meeting.

M.A. CAGLIA, P.S.

'INNOVATIVE AND ADAPTIVE'

L.U. 102 (i&o), PATERSON, NJ—The snow falling on that Saturday afternoon in December covered the ground, but it couldn't blanket the enthusiasm shown in the faces of the children attending Local 102's annual Christmas party. With the magic show and the magic in the air upon Santa and Mrs. Claus' arrival, the day slipped by all too quickly. This was another splendid job by the Activities Committee. If the weather kept you away last year, be sure to attend the party next Christmas. You and your children will not be disappointed.

The local recently has moved into its newly acquired larger building, which will better accommodate our expanded needs. Located at 3695 Hill Road in Parsippany, it is just off Route 46 East. It is a 19,000-square-foot building. Of that space, 6,000 square feet will be used for Local 102's offices; 6,000 will be for JATC offices and some classrooms; and 6,000 for the Local 102 Credit Union. The remaining 1,000 square feet will be used as rental space.

The new union hall is a testament to the success of our local, and it will help us continue to meet the challenges and opportunities that await us. As unions continue to reassert their rightful position by regaining the work that was lost over the years, our local must remain innovative and adaptive. This building is a concrete symbol of our commitment to these goals.

The Building Committee, whose members worked so hard, should be praised for their efforts. Thanks to the fine work of the committee members (Bros. Alan Schell, Bill Moore, Rich

Martin, Pat Smith, Jack Galligan, Ron Guerro, Don DeBoer, Mike Pulsinelli and Dave Fiore), we have a new hall to be proud of, now and in the future. Bros. Alan Schell, Bill Moore and Pat DelleCava Jr. are the officers of our Local 102 Holding Corp.

Local 102 will soon be on-line on the IBEWnet. This is a sign of the times, of things to come. And our local always strives to be in the forefront of the changes that shape our destiny.

LIONEL COUTURIER, P.S.

PIN AND AWARD NIGHT

L.U. 104 (o&u), BOSTON, MA—At the union meeting on Dec. 21, 1995, the local union held its annual Pin and Award Night. Second District Int. Vice Pres. Paul Loughran was on hand to award the pins to the qualified members.

Greg Diercks received a watch and completion certificates for his graduation from the apprenticeship program. Tom O'Donnell also graduated, but he was not in attendance.

James "Junior" Agnew was there to receive his IBEW 50-year service pin.

Int. Vice Pres. Loughran and Bus. Mgr. Bob Ward also handed out service pins as follows: 20-years—Thomas Lee, Anthony Valante, Lenny Walsh; 25 years—John Cornell, Frank Eaton, Roger Gross, Charles Hudson, Kent Jardine, Charles Kelly, Leo Lamothe, Albert Pelletier, Robert Reynolds, Charles Rooney and James Simpson; 35 years—Joseph Savoie and Donald Rock; 40 years—John Davis, Richard Stevens and Richard Wheaton; 45 years—William Hart, Joseph Hart and John Meehan. Not all were in attendance. Everyone had a wonderful time.

On Dec. 14, 1995, Local 104 put on its first COMET II class. IBEW Construction Organizing Dir. Jim Rudicil was the instructor. Despite a snowstorm, the members showed up to



Pictured is the Local 100, Fresno, CA, crew who worked on the Domar Electric expansion project at the Fresno Waste Water Treatment Plant in the fall of 1995.

receive the message. We must organize and grow and increase our bargaining strength. The class was very enthusiastic and informative. We thank Jim for coming out to our local union.

Be American, buy American—Be union, buy union.

ROBERT WARD, B.M.F.S.

PARAGON CABLE EMPLOYEES WELCOMED

L.U. 106 (i,u,spa,caty&govt), JAMESTOWN, NY—Spring is upon us again after what has been a cold winter here in the Northeast. The work in our area is slowing some following a couple of good years of mostly full employment.

Our organizing effort, under the direction of Organizer Bruce Parment, is moving forward. We recently gained new members Chris Roulo and Fran Williams. I hope everyone takes the time to make these men feel welcome in this organization.

The inside construction agreement was ratified on Jan. 23, 1996, and consists of the following:

- 45 cents in the envelope May 1, 1996
- 1 percent of gross labor payroll into the Joint Apprenticeship Fund May 1, 1996, making the total contribution 2 percent of labor payroll
- 45 cents in the envelope Jan. 1, 1997
- A change in the contract date from its traditional May 1 start to a Jan. 1 start date
- No other changes to the existing agreement.

We also would like to welcome the office workers of Paragon Cable into the local. They are now full dues-paying members following the ratification of their first-ever contract with the company.

In other news, the Trustees have appointed Mary Conklin as the Administrator of the Funds. Mary has been with the local for quite some time, and we all appreciate the good job she does. Mary recently has been holding one-night seminars on the benefits of the funds and how they apply to the membership. More classes are scheduled. If you are interested, please contact Mary for the next available class.

JAMES B. MCINTYRE, P.S.

COMET WORKSHOP CONDUCTED

L.U. 124 (i&e,em,rtis,spa,ees&mar), KANSAS CITY, MO—COMET architect Jeff Grabelsky, of Cornell University, and Janis Fine, of MIT, crammed two days' worth of intense and inspirational instruction into one 10-hour-day workshop held Jan 10. Building Trades organizers from all over the Midwest were scheduled to attend this storm-shortened Strategy and Tactics workshop. Those who persevered were not disappointed. In a high energy one-two punch, the Jan. 10 session focused on ways to formulate strategy and best utilize the tactics learned in COMET I and II.

Jeff and Janice were both very interested in our South Kansas City Electric



Local 124, Kansas City, MO, organizers Christopher Heegn (left) and Jim Beem (right) are joined by Janis Fine, of MIT, and Jeff Grabelsky, of Cornell University, at a Jan. 10 Strategy and Tactics Workshop.

(SKCE) campaign. As it continues to evolve, the hot lights of national scrutiny are shining from both our side and the ABC. The stakes are very high, and the members should realize the importance of what is happening on their behalf.

As Jeff and Janice, the "dynamic duo," blasted off to their next workshop, I couldn't help but feel encouraged and thankful that they're on our side!

At this writing in February, work has slowed some due to winter and fiscal considerations. This situation will improve as the weather dries, and we are expecting another robust spring and summer.

With deep regret we note the passing of the following members: Glenn R. Davis, John Edwards, Darrell Hawley, Leroy C. "Charlie" Hawley Jr., Carl F. Maertz, R.L. Shipp, John Welborn and Charles K. Wines.

Congratulations and best wishes to our newly retired members: Hubert Altis, Charles Bruan, Ronald L. Casselman, Thomas M. Cox, Jess Reynolds, Larry Rumions and David E. Williams Sr.

MIKE DAMICO, P.S.

CONVENTION CENTER PROJECT

L.U. 130 (i&o), NEW ORLEANS, LA—After the shutdown of a jobsite at the end of 1995 that caused the unemployment list to grow, I am happy to report the start of a new job beginning soon.

The Ernest N. Morial Convention Center has awarded the contract for the third phase of the convention center. When completed, this will be the largest single-floor convention center space in the world. The \$200 million expansion, with \$28 million of electrical work, is a joint venture between Fisk Electrical and Frischhertz Electric, which began in January. The contractors will be calling by mid-summer for workers to operate this job, which will have a completion date of summer 1998. We hope this will be the start of providing work locally for all our members who are currently working out of town.

LORRANE H. OTT, P.S.

DECATUR SENIOR CENTER PROJECT

L.U. 146 (i&rtis), DECATUR, IL—The 1995 annual steak fry and Christmas party were well attended and very suc-

cessful. Thanks to the unheralded volunteers who put these events together. They did a fantastic job.

Speaking of volunteers, the volunteer project at the Decatur Senior Center is complete. Thanks to everyone who was involved. And special thanks to retired member/contractor Gail Barnes, who was instrumental in coordinating the project. This was a job well done, and the fruits of our labor are now apparent. The Senior Center has signed a project agreement with the Building Trades Council requiring that all future projects be performed by AFL-CIO union craftsmen.

Journeyman wireman John T. Slaughter recently was presented an award of recognition from the Midwestern Illinois Labor Council, AFL-CIO, for his 40 years of involvement in political legislation, community affairs and educational activities.

Journeyman wireman Jeffrey Perkins

was successful in capturing a seat on the Decatur School Board.

Involvement is the key word. Your participation is needed whether you run for office, register yourself and family members to vote, or contribute time and money to the labor movement.

We welcome and wish much success to our three newest contractors. Local members Robert Hart Jr., Lynn Hamer, and Jeff and Terry Hammer have aggressively entered the contracting market. Good luck to all of you.

We are saddened to report the passing of the following Brothers: Claude Gammill, Jim Keller and Virgil Burgrat. Our condolences go out to their families.

Work is slow in our local at this writing in early February. We're hoping construction will pick up with the arrival of warmer weather. Many thanks to neighboring locals that have provided employment to our members on the road.

JAMES R. UNDERWOOD, P.S.

A LOCAL 150 UPDATE

L.U. 150 (i,rtis,spa&es), WAUKEGAN, IL—Greetings from the Arctic Front! The current cold snap will be just a memory by the time this article is published. At press time in early February, we have 67 journeyman wiremen on Book I, and work has slowed.

Several changes have taken place in Local 150. Dennis Lackey, our training director for nine years, has resigned. Dennis was instrumental in building our training program into what it is



Local 146, Decatur, IL, officers and board members participated in a leadership training course taught by Sixth District Int. Rep. William Norvell. Pictured at the session are: from left, front row, Treas. Doug Williams, E-Board member Kent Napierki, E-Board member Jay Dunn; E-Board member Kenny Hayes, E-Board member Mike Birge, and Rec. Sec. Fred Klinghammer; back row, Asst. Bus. Agent John Workman, Organizer Jim Underwood, E-Board Chmn. Jim Brummitt, E-Board member Joe Briscoe, Vice Pres. Joe Marley, E-Board member Kevin Ripley, Pres. Terry N. Tamer, and Bus. Mgr. Mike Carrigan.



Local 150, Waukegan, IL, is proud to have a three-generation family in its local. Pictured from left are: David A. Regal (an 11-year member); Albert Regal (a 73-year member); and David H. Regal (a 38-year member).

today. During his tenure, the five-year apprenticeship program began, as did the residential training program. He also endeavored to provide quality journeyman-update training, as time and classroom space at the training facility permitted. We thank him for his nine years of dedicated service and wish him well in the future.

Bill Yukna has left his position as assistant business manager (which he held for 12 1/2 years) and assumed the position of training director. Thanks, Bill, for all your hard work in the office for all these years. We look forward to seeing you lead the apprenticeship program into the 21st century.

David Barger has been appointed as the assistant business manager. He will be running the referral book full-time, just as Bill did previously.

And, lastly, as of February 12, Don Houghton has been appointed by Bus. Mgr. Roger Ankley to fill the open vacancy of business representative. Don brings energy, patience and intelligence to his new job.

We extend congratulations to Bill, David and Don and wish them good luck in their new positions.

And now a word about the Labor Management Cooperation Committee. The LMCC's purpose is to improve relations between contractors and employees. It is funded by our negotiated wage at 20 cents per man hour. Locals 150, 117 (Elgin, IL), and 461 (Aurora, IL) are participants.

The business manager of each participating local is on the board, and three contractor representatives round out the board. The LMCC office is located in Elgin, at Local 117's offices. Dave Rollo is the new director of the LMCC, and we are looking forward to seeing the LMCC move in an exciting, new direction. Future programs may include commercial TV ads, safety, journeyman training, OSHA training for all members, and promotion of the "Plus 5" homeowners warranty program. As you can see, the LMCC's purpose is not only to improve contractor/employee relations, but also to be used as a tool by both management and the union. And, most importantly, it is a means of promoting good public relations.

We are proud to recognize a three-generation IBEW family in our local, with 122 years of combined service. Albert Regel, age 93, has 73 years of service. His son, David L. Regel, is a 38-year member. And Albert's grandson, David A. Regel, has 11 years of service. We salute the Regels and their service to the IBEW.

It is with sadness that we note the passing of the following members: Jack Dobner, William Runnerstrom and Fabian Kordus.

Our condolences go out to their respective families.

WENDY J. CORDTS, P.S.

MEMO CLASS A SUCCESS

L.U. 166 (i.ees, rts, rtb, govt, t&catv), SCHENECTADY, NY—The work picture in our area is dismal, with many construction and G.E. appliance repair members on unemployment. There are even multiple apprentices out of work, which really shows the depth of the problem. Numerous construction mem-

bers are out of unemployment insurance, and many other members have only a few weeks remaining on their claims. Further, our work prospect is weak for 1996.

On Jan. 24, 1996, Local 166 presented its first MEMO (Membership Education and Mobilization for Organizing) class for Taconic Telephone members. First, I would like to thank all those who attended: Carmelo Suaca Jr., Neil Anderson, Kevin Marotta, Christopher Kinnicutt, James Wall, Ronald M. Kohler, William Burrows, Ruth Bostwick, Steve Plekan, Russell L. Pratt, Jerry Niles, Wendy Jo Shatney, Judy Bertram and Brenda Decker. Second, I would ask the remaining members to consider attending a MEMO class in the future. If enough interest is shown, we will schedule another MEMO session. A special thanks goes to Third District Int. Rep. Mike Price, as he made the session exciting and informative.

WTEN recently has received delivery of a satellite truck. This is a great step forward in the competitive business of television news. I am sure everyone is pleased to add this technical, advanced equipment to the WTEN news effort. Good luck to all involved in this new endeavor.

Skidmore members are about to vote on a newly negotiated agreement about five months early.

A reminder: The Steak Bake is scheduled for July 20, 1996. Make plans now to attend. We would like to see all our members and their families there.

SKIP GOYETTE, P.S.

TRAINING FACILITY PLANNED

L.U. 180 (i.e.e&st), VALLEJO, CA—At about the time this article is printed, the Benicia Clean Fuels project at the Exxon Refinery will be on-line. The project, by Parsons Constructors Inc., has provided our local with full employment for most of the past year. At the project's peak, about 160 electricians were working there. About half of the electricians were from sister locals, and some came from as far away as Boston. We appreciate these Brothers and Sisters and enjoyed working with them. Parsons and Exxon combined to present a safety program that resulted in over 1,600,000 man-hours worked to date without a single lost-time accident for the entire project. The safety motto has been: If it isn't safe, don't do it.

The Training Facility Corp. is

NEW 7,000 POUND CABLE PULLER



The new TSE 7,000 pound cable puller pictured here was purchased by Tabbert Construction, a union subcontractor for US West in Montana that employs Local 206, Helena, MT, members. Taking part in an on-the-job training session while pulling 1,200 feet of 900 pair cable for US WEST are: from left, Mike Wrigg, superintendent for Tabbert Construction; Local 206, Helena, MT, Asst. Bus. Mgr. Chuck Vitullo; Local 206 member Randy Soback, operator; and sales manager Joe Nowack.



Pictured are Local 212, Cincinnati, OH, members who recently won election to public office: from left, Bus. Mgr. Frank Butler, Bill Burkhardt, Hubert Brown, Dollar Bill Cunningham, Mike Mastruserio, Steve Huffman and Pres. Denny Dickerson.

focused on designing and building an Industry Center. The current planning includes a 12,000 square foot building to house the training facility, with additional space for the local union, NECA, and related industry functions. It is hoped that classes will start in the new facility in September 1996.

The Electrical Contractors' Trust has named James Stanley as the recipient of the Robert Covey Memorial Award for outstanding performance as an apprentice. James has earned this award with an overall average of 93 percent, in four years of OJT and related instruction. Congratulations to Bro. Stanley.

Local 180 continues to work with IBEW members displaced by the closure of Mare Island Naval Shipyard. Displaced workers have taken advantage of journeyman training to upgrade their skills or change classifications. The shipyard will close in 1996, and the community is deeply involved in planning for the land and facilities.

As of this writing, work in Local 180 is at a winter low, with a brighter future predicted for the spring.

GERALD JOHNSON, P.S.

UNION MEMBERS ELECTED TO PUBLIC OFFICE

L.U. 212 (i&e), CINCINNATI, OH—As I reported in a previous "Local Lines" article, Local 212 had five members run for public office in November 1995. All five were elected! This was a great victory in politics for our local. Now four Local 212 members are city council members in cities around Cincinnati, and one Local 212 member was elected as a township trustee. Five for five!

Congratulations to our newly elected public officials: Lawrenceburg City Councilman Dollar Bill Cunningham, Cheviot Councilman Mike Mastruserio, Whitewater Township Trustee Hubert Brown, Norwood City Councilman Steve Huffman, and St. Bernard City Councilman Bill Burkhardt. We are proud of our union member public servants.

Our political successes started with our voluntary nickel-per-hour COPE deductions. Deductions of \$2 per week per member have made Local 212 a major player in local politics. Our business manager sits on several political committees. We are part of the selection process for candidates and endorsements. All the politicians—local, state and national—come to our hall to meet us. It's because we are nice people, because they want to know how we stand on important issues, but mostly because we can help finance campaigns, which are costly, against big business political puppets. Labor friendly politicians need help from labor.

We also are starting a Labor Political Caucus. The LPC is not a PAC; it's a committee solely formed to help union members run for public office. The



Local 180, Vallejo, CA, members are among those pictured here who worked on the Clean Fuels Project at the Exxon Refinery in Benicia, CA.

LPC can provide help in raising money, filling out election documents, getting signatures, filing campaign finance reports, providing advice on campaign strategies, getting out the union vote, and helping answer all the questions a union member might have if he or she is interested in politics.

We now have five successful public servants. Each one of our local's elected public officials learned how to campaign and win on their own. We want to pool that knowledge to help other union members (from all unions) run for office and get elected. We now have the experience. Let's use it to our advantage.

There are many reasons why we need more union members in public office. Many political decisions affecting union members are made behind closed doors, with no union members in attendance to stand up for working people. Many decisions are made concerning minimum wage, prevailing wage, workers compensation, unemployment benefits, hospitalization, Social Security, OSHA and more. These decisions are made by rich politicians who never needed minimum wage, workers compensation, an unemployment check—who because of their wealth won't need Social Security, and never worked in a dangerous place where OSHA may save lives. These people are making decisions on issues they know nothing about, issues that affect the very lives of working people. It's working people, union members, who need to vote on these issues. At Local 212, we want to support the elections of union members. That's why we have started the Labor Political Caucus.

HUBERT E. BROWN, P.S.

50TH ANNIVERSARY CELEBRATED

L.U. 320 (u,t&catv), POUGHKEEPSIE, NY—Local 320, which represents employees at Central Hudson Gas & Electric Corp. and Sylvan Lake Telephone, was chartered by IBEW on Jan. 16, 1945. On Oct. 21, 1995, we celebrated our 50th anniversary with a dinner-dance at the Sheraton Hotel in Poughkeepsie, NY. The night started with a hospitality room featuring refreshments and historic memorabilia for all to see. Next, everyone moved to the cocktail room to enjoy hors d'oeuvres, then on to the banquet room to enjoy a tasty meal and dance the night away.

Thanks to Executive Board member Charles Lauria and Rec. Sec. Graham

Kelder, and to all the members who put in so much work to make the celebration a success.

Among the list of honored guests were: Third District Int. Vice Pres. Edwin D. Hill; Local 2218, Poughkeepsie, NY, Pres./Bus. Mgr. Monica M. Germiller; retired Int. Rep. Edward Jasper; John Mack, chief executive officer, Central Hudson Gas & Electric Corp.; and Paul Ganci, president, Central Hudson Gas & Electric Corp.

Part of the evening festivities centered around honoring Local 320 Pres./Bus. Mgr. Frank Maher for 35 years of dedicated leadership. As mentioned in many of the speeches of the evening, the tough times that our industry, as well as our particular area, has gone through have not cost Local 320 any jobs. A lot of the thanks go to Bus. Mgr. Maher and his negotiating skills.

JENNIFER D. JEFFERYS, P.S.

STEWARD TRAINING CLASS

L.U. 322 (i,o,u&govt), CASPER, WY—Greetings from Local 322. As of this writing we are currently going through inside negotiations.

After years of service on the Apprenticeship Subcommittee, Orrin Dockham has resigned. Gary Gilmore has filled the position vacated by Bro. Dockham. We wish them both the best of luck in their endeavors.

On Jan. 8 some of our retired members walked the picket line at a Barbara Cubin and Newt Gingrich fund-raising event at the Natrona County Airport. Thanks to these Brothers (Harold Schaff, Bill Glasco and Pete Latsch) for their continued support.

On Oct. 24-25, a steward training class was held in Rock Springs with eight members attending. They were: Ron Woody, Lane Larson, Randy Holt, Bus. Mgr. Rick Oakland, Charlie Daniels, Guy Nirenberg, Dan Schmill and Dale Daniels.

Elections of local union officers will be held in May and June, with new officers assuming their duties in July. All members are encouraged to participate and vote.

SCOTT STRICKER, P.S.

A SEASON OF POLITICAL ACTION

L.U. 332 (i,o,c,st&ees), SAN JOSE, CA—Work has been plentiful for most



Pictured cutting the ribbon for the Local 340, Sacramento, CA, Training Center dedication are, from left: Local 340 Bus. Mgr. Chuck Cake; Local 340 Bus. Rep. Lud Larson; Roger Dickinson, Sacramento County Board of Supervisors; Rulon Cottrell, chief, Dept. of Industrial Relations Division of Apprenticeship Standards; Local 340 Executive Board and Building Committee member Paul Schmidt; Local 340 Pres. Lee Bunch; and Mike Stevens of Dinwiddie Construction.

of the winter. Although the weather has slowed new construction, all local members who want to work are working.

This also has been a busy season of political action. Since California moved its primary to March, the campaigning has been fast and furious. Paul Shaimas, chairman of the Political Action Committee, deserves special recognition for all the time and effort he puts into encouraging politicians to support labor issues. Let's see if we can help the Democrats regain control of the House. Boot Newt in '96!

IBEW Construction Organizing Dir. Jim Rudicil was in town in February to conduct three seminars on organizing. They were all lively and enthusiastic sessions. Thanks for coming, Jim. We appreciate the energy you put into the seminars.

Remember to support all unions—not just your own local. There's nothing we can't accomplish if we stick together.

It has been said that "Labor produces all wealth—and deserves to keep more of it."

Happy spring, everyone.

ALAN WIETESKA, P.S.

TRAINING CENTER DEDICATED

L.U. 340 (i,o,rt,em&spa), SACRAMENTO, CA—Our new state-of-the-art training center was recently dedicated in conjunction with Local 340's 93rd birthday. The guests attending included many members, politicians and community leaders. Our members were saluted on their dedication to training and to the community. A special thanks from our members goes to Bus. Rep. Lud Larson, who coordinated the construction of our new training center and also made the dedication a huge success. Thank you, Lud.

Attacks by certain politicians are continuing on: the Davis Bacon Act, OSHA, the National Labor Relations Act and Medicare. These politicians want to gut the laws organized labor has fought and died for, laws that preserve a safe working environment and decent wages and benefits for our members.

According to the latest figures from the AFL-CIO, only 39 percent of union members voted in the last presidential election. Your union will never tell you how to vote. Your union will supply you with the facts and make recommendations. It is every union member's right to vote for the candidate of his or her choice. Support the people who

support your union way of life—register and exercise your right to vote.

Work in our area is extremely slow due to bad weather and employment conditions. Thanks to all locals supplying work for our members.

It is with sadness that I report the deaths of the following retired members who have passed away since our last article: Art Albietz, Eugene Kholer, John Carlsen, Ed Nafus, Harold Sheppard, Ray Metsker, Frank Yerzy, Bill Wacholtz, Lyle "Smokey" Bentz, Richard Swanson and Francis Huey. We extend our condolences to their families.

A.C. STEELMAN, P.S.

ORGANIZING IN WINSTON-SALEM

L.U. 342 (i&o), WINSTON-SALEM, NC—Area non-union contractors continue to violate employees' rights. But they are held accountable!

At press time, Local 342 had 19 active campaigns against area and traveling "rat" contractors. Some of these are particularly noteworthy. At this writing in late December 1995, we had filed NLRB charges against numerous contractors, with the following results:

- **Kidd Electric**, against whom we filed NLRB charges on behalf of three salts, was at compliance stage and pending summary judgement.
- Our charges against **MATHIS ELECTRIC** had resulted in a \$2,700 settlement payment for one salt, with a potential \$6,000 settlement pending as a result of the Supreme Court's decision in the *Town and Country* case.
- At press time our case against **REGENCY ELECTRIC** was scheduled to be heard before an administrative law judge (ALJ) in January 1996.
- **EIDeCo** charges filed on behalf of 16 salts was in Washington, where the company had requested review of the ALJ's decision; a total of \$7,000 was paid to seven unfair-labor-practice strikers.
- Three cases against **Salem Electric** had been consolidated on behalf of 87 salts and two strikers; a hearing before an ALJ was scheduled to take place in May 1996.
- A complaint had been issued against **Forsyth Electric** on behalf of five salts, while an appeal sits with the general counsel on behalf of an additional two salts; a date had not been set before an ALJ as yet, but additional charges were being filed at



Pictured at the Local 320, Poughkeepsie, NY, 50th anniversary dinner-dance are: Pres./Bus. Mgr. Frank A. Maher (center), Executive Board member Charles "Chick" Lauria (left), and Rec. Sec. Graham Kelder (right).

press time on behalf of two additional salts and five strikers.

- Complaints had been issued enforcing contracts with two newly organized employers, **F&F Construction** from Clinton, MD, and **David Electric** from Jacksonville, FL, resulting in the subsequent signing of **Diablo Enterprises** from Jacksonville.
- A complaint was pending against **Davis Constructors** on behalf of two salts, while additional charges had been filed on behalf of six salts.
- At press time we were contemplating complaints on behalf of 43 salts against **Edman Electric**; and we anticipated filing a complaint on behalf of 17 salts against **Pinnacle Electric**.
- The investigation of **Johnson's Modern Electric** was under way on behalf of 38 salts.
- We were preparing to file charges on behalf of seven salts against **Morton Carolina Electric**.
- Thirteen salts were on ULP strike against **Cooper Electric**, while charges will likewise be written on behalf of an additional 20 to 30 salts.
- **Casey Electric** was pending a date before an ALJ.

A number of additional campaigns are in their initial stages and will be reported at a later date. But all in all, over 80 percent of the Winston-Salem/Forsyth County contractors (and a growing number of contractors throughout the remainder of the 15-county jurisdiction) have a freeze on hiring and are downsizing through various forms of involuntary attrition, or more simply stated: They are no longer able to do business as usual!

Yes, we only have two small local based union contractors at present, both of whom are doing all the work they are financially capable of in a glut market. But in reality, the additional union contractors that are so desperately needed to bid this work are already here. They just haven't realized yet that they are going to become signatory or cease to exist. We do not plan to leave them any alternative. We have a capable staff and a willing membership.

Organizing is alive and well in Winston-Salem!

GARY M. MAURICE, B.M.

FUND-RAISER FOR MULTIPLE SCLEROSIS

L.U. 348 (t,rs,rtb&catv), CALGARY, AB—On Dec. 2, 1995, members from



Local 348, Calgary, AB, members were among those who assisted at a 1995 Christmas tree sale to raise funds for the Multiple Sclerosis Society. Members from Edmonton, AB, Locals 1007 and 424 also helped with the fund-raiser.

three IBEW locals gathered at the IKEA furniture store in Edmonton, Alberta, Canada, to assist the Multiple Sclerosis Society to sell Christmas trees to raise funds for ongoing research to find the cure for multiple sclerosis. Participating locals were: Local 348; Local 1007, Edmonton, AB; and Local 424, Edmonton, AB. IKEA donated \$2,000 to the society for selling approximately 1,800 grand firs.

The volunteers unloaded trees, assisted customers in choosing a tree, and even carried trees to customers' cars. The MS Society complimented the volunteers for their dedication, hard work and enthusiasm, which kept everyone in good spirits. This truly did add to the Christmas spirit.

In supporting a worthy cause, we also have the added benefit of creating good will and fostering a better understanding of unions. The general public too often sees only the negative media exposure that organized labour receives. Fund-raisers such as this one enable the public to see some of the many contributions we make to our communities.

The IBEW has been a long-time supporter of the Multiple Sclerosis Society, and I would like to take this opportunity to thank all the volunteers from all three IBEW locals for giving of their time to help out with such an important fund-raising cause. Your efforts are recognized by the IBEW and the MS Society. Thanks for making this another successful fund-raising campaign.

BRIAN THOMAS, BUS. REP.

MICRON PROJECT

L.U. 354 (l,mt,rs,&spa), SALT LAKE CITY, UT—At this writing in early February, things had changed a little in the Salt Lake City area in the previous two months. The Micron project in Lehi, UT, put on the brakes and scaled back from its original fast-track plan of completion in about 18 months and moved to a five-year plan. Almost all overtime was stopped, and the job had moved to a 10-hour, four-days-a-week schedule.

There are still 150 to 200 travelers working in Local 354's jurisdiction, and only 47 people on Book I. The work picture remains quite good for us despite the Micron slowdown.

Our Brotherhood and Unionism Committee has been holding member education classes for anyone who wishes to attend. These classes are to help inform the members about how the union works. Our thanks to Mike Lyon



Pictured are Local 354, Salt Lake City, UT, members Todd Evans, instructor for the Member Education Class, and Mike Lyon, chairman of the Brotherhood and Unionism Committee.

and Todd Evans, who have volunteered many hours to make these classes happen.

The membership has approved construction of a new building to house our Credit Union and a few other tenants. The building will be adjacent to the union hall and will generate enough income to pay the construction costs. It is scheduled to be completed by October.

Things are looking very good for our local as we look forward to upcoming negotiations and a prosperous year. Remember to check labels and buy North American as much as possible.

LYNN BROUGHTON, P.S.

EMPLOYMENT OUTLOOK POSITIVE

L.U. 364 (l,em,rs,spa,catv,mt,es&ees), ROCKFORD, IL—Work has been steady, and the outlook for this spring and summer looks very good! We should be able to employ many travelers this spring.

Turnout at the December 1995 union meeting was excellent; we had many honor-pin recipients. Fifty-year pins were presented to Mack M. Bailey and Lester E. Kelsey. Glen M. Carter received his 60-year pin. Newly retired members were recognized with IBEW watches.

Organizing efforts are still in full swing. Let's welcome Dixon Commercial and Folz Electric, newly organized electrical contractors. April 17, 1996, is the date for the Illinois AFL-CIO Springfield Labor Rally. This is a time when we join together to show our legislators our support and strength at the state Capitol.

Some upcoming work includes an addition to Americold, a \$20 million project. At this writing, the "X-cellhouse" project at the Dixon correctional facility was scheduled to start in

March. This is an \$8 million project. Union pride—Union proud!

STEVE PIERCE, P.S.

KING OF PRUSSIA PLAZA PROJECT

L.U. 380 (l,es&it), NORRISTOWN, PA—We are pleased to report another job well done, thanks to members of Local 380. Over the past two years, a major \$185 million mall renovation and expansion project has taken place at the King of Prussia Plaza. At this writing in early February, the finishing touches were scheduled to be completed by March 1. On its completion, the 35-year-old complex will have become the second largest shopping mall in the United States, with 2.8 million square feet of retail space.

The expansion involved new high voltage power distribution and a complete renovation of the existing mall. The new construction consisted of several parking garages, three additional department stores, and 125 new specialty stores. The project will have been completed on schedule, thanks to a 100 percent union work force of approximately 2,500 local construction workers, including 160 electricians at peak construction.

At a recent monthly meeting, Pres. Gordon Hickman presented retired Bro. Lou Vollrath with an award for 50 years of service. In 1942, at the age of 19, Bro. Vollrath entered the Army Air Corp. He was stationed in Italy, where he became a B-17 pilot, part of a 10-man crew of the B-17 Bomber. On his 21st birthday, he recalls that he was completing his 24th bombing mission over Germany. After 51 missions, Lou returned stateside as a captain and received the distinguished Flying Cross and four medals. After the war, Lou became a member of IBEW Local 610, which at the time was a sign local of Philadelphia.

SCOTT R. SHELDON, P.S.



Local 364, Rockford, IL, Retirees Club Pres. Charlie Diehl (left) accepts a plaque from the local on behalf of the Retirees Club. The plaque was presented in appreciation for the Club's many years of hard work and dedication to the local. Making the presentation are Bus. Mgr. Mike Fengar (center) and Pres. Bill Herlugsen (right).



Pictured is the Local 400, Asbury Park, NJ, new class of journeymen. From left, front row, Michael Donahue, Lee Sanborn, Peter Klotz, Joseph Tomasiello, Michael Tomasiello and Philip Markey; back row, Ronald Floor, George Lane, Thomas Hartman, Tommie Clark, Randall Ridgway, Robert Batullo, David Parratt and Vincent Rubino.

RETIRES HONORED

L.U. 400 (i.o.&es), ASBURY PARK, NJ—At our December 1995 meeting, Bus. Mgr. Wyatt Earp, Vice Pres. Frank Neary and Bus. Agent Mark Worthley presented watches to the following recent retirees: Harry Liemburg, Ed Edwards, Gary Chasey, Bill Homeyer, Walt Antrim, John Merker, Bill Nowak, Pat Rampino, John Sheehan, Doug Braeuer, George Constantine, Jack Redding, Sal Ruggeri, Frank Tephford and Joe Urgo. Thank you, Brothers, for the years you worked setting the standards and teaching those of us who follow in this great Brotherhood. May you live long, healthy lives and enjoy the retirement you have earned.

As these retired Brothers leave the work force, congratulate the new class of journeymen and welcome them to our ranks. A graduation dinner was held in their honor at the Sheraton in Eatontown. Those in attendance enjoyed an evening of fine food and fellowship. Bro. Philip Markey was selected apprentice of the class by his peers, and he received a \$100 savings bond from our Retirees Club. Bro. Don Mazza was recognized by our JATC with the presentation of a plaque for his 30 years of service as an instructor. Don had taught all the officers and journeymen (except two) in the room, who had come through our A Program. Thank you, Don, from all of your former students.

NICHOLAS J. MIHALIC, P.S.

STEWARDS APPRECIATION NIGHT

L.U. 424 (i.o.u.mo.rtb.rts.ees.es.em.as, spa,rr&ptc), EDMONTON, AB—The local held its annual Stewards Appreciation Night in December 1995. The job stewards were recognized for their diligence in looking after the local jurisdiction and promoting harmony among the Brothers.

As all stewards know, this is a thankless job. We must remember that these special members deserve our support and recognition.

The Local 424 annual children's Christmas party was held Dec. 3, 1995, with an outstanding attendance of approximately 190 children and their parents. The kids and parents enjoyed being entertained by Max, a balloon artist, and four face painters. Doug Daly as Santa made his annual appearance and was superb, as always! Atten-

dees enjoyed a vast array of home-baked Christmas goodies and candies.

In a previous report I mentioned that "right-to-work" was being considered by a study committee as an option for the Alberta work force. Thanks to the committee's labour component (of which our business manager, Robert Lynn, was a leading member), the committee found that "right-to-work" was not a viable option for Alberta. Once again we have beaten back the right-wing forces.

KEN SIEBEN, PRES.

GET REGISTERED TO VOTE!

L.U. 428 (i.o.rts.spa&govt), BAKERSFIELD, CA—Work opportunities have continued to diminish in our area. At press time figures just in for December put our unemployment in Kern County at 13 percent, compared to 7 percent for the state of California and 5.2 percent nationally. The Central Valley was predicted to be the bright spot in California, but those predictions have not come true. As of the end of January, we had 90 journeyman wiremen on Book I, with no relief in sight.

Locally we are keeping the pressure on with our organizing and are currently having our members apply for work at the temporary services in our area. Temporary services are predicted to be one of the fastest growing businesses in America, and they are actively pursuing construction work. They have the potential to circumvent our hiring halls if we don't do something about the situation.

This year's picnic will be held May 11 at the Kern River picnic grounds. There will be plenty of good food and drink, raffle prizes, horseshoes, bingo and children's games. With all the Brothers and Sisters who have had to travel, this will be a great opportunity to see some old friends and faces you haven't seen in a long time. Plan to attend!

Congratulations to the following apprentices who recently took their oath of obligation and became members of Local 428: Randy Acosta, Adam Black, Justin Booher, Richard Easterwood, James Estep, Scott Howeth, Nick Livingston, Mark McMains, Nathan Rocha and Harold Scott.

On Jan. 11 Newt Gingrich, arch nemesis of the working class, was the special guest speaker at a Republican fund-raiser for Rep. Bill Thomas. For \$250 you could have your picture taken with him, and some people paid \$1,000

for a VIP seat to listen to his rhetoric. Newt was greeted by 500 of us building trades workers, who made it clear to him and his supporters that we will not tolerate their attack on the working men and women of organized labor. We people of labor simply must get our members registered to vote and be united in our vote if we expect to stop the Republican agenda. Good luck and good health to all.

DANNY KANE, P.S.

ORGANIZING IN FULL SWING

L.U. 466 (i.rts&em), CHARLESTON, WV—1995 has come and gone, leaving in its path many good things in this local.

We finished up the federal prison project in Beckley, which couldn't have been done without the help of our traveling Brothers.

Work is ongoing at the new state prison at Mt. Olive, WV.

The new federal building in downtown Charlestown is coming out of the ground, and we're hoping that by spring it will be going full swing!

At this writing in early February, we were getting ready for the awards banquet scheduled for March and looking forward to seeing all the Brothers and Sisters, working and retired, whom we haven't seen for many years.

Our organizing efforts are in full swing now. We just had the privilege of receiving \$500 checks for 13 of our Brothers—checks from a non-union contractor who didn't like to follow federal hiring procedures! We didn't get the job, but we certainly dipped into the corporate profits. Good job, Brothers.

I certainly hope all of you Brothers and Sisters make a concerted effort to contribute to your local COPE fund this year. Labor needs a good showing in

Congress, so help support those friendly to labor with your dollars to COPE.

I hope you have a happy Easter holiday. And when you get into your vehicle, be sure you and your family buckle up.

GERALD E. TROYER, PRES.

MILLINGTON NAVAL FACILITY JOB

L.U. 474 (i.o.em.rtb.rts.spa,lett&u), MEMPHIS, TN—Pictured in the accompanying photo are Local 474 members who were employed by Shelby Electric Co. on the Millington Naval Support Facility job in Millington, TN. Our members did a great job on the project, and a completion dinner was held when the project was finished as a way of saying thanks for a job well-done.

This was a Davis-Bacon (prevailing wage) project that employed approximately 50 members of Local 474. Thanks for their efforts to our local union staff, NECA, and the employers who filed the job reports to keep these wages at union scale.

Remember to continue to support our officers in their efforts to help our members, and also to continue to give our contractors "a day's work for a day's pay."

WILLIAM "BILL" NELSON JR., P.S.

SCORING AN ORGANIZING SUCCESS

L.U. 488 (i&mt), BRIDGEPORT, CT—It seems every article I submit to the *Journal* is on the same topic—salting. This month's report shall not differ.

Local 488 again has successes to report. With the help of Art Regens-



Local 466, Charleston, WV, members display \$500 checks received as a result of their organizing efforts. Presenting the checks were: Bus. Mgr. James L. Morton (front row, second from right), Organizer Tom Maorman (front row, third from right) and Pres. Gerald Troyer (front row, center).



Pictured are Local 474, Memphis, TN, members at the completion dinner for the Millington Naval Support Facility job in Millington, TN.



Local 488, Bridgeport, CT, Bus. Mgr. Frank J. Carroll Jr. (second from left) presents an award to Bro. William Cole III (second from right) for his work on the Dollars Against Diabetes campaign. Also offering their congratulations are Second District Int. Rep. Richard Panagrossi (left) and Pres. John DePeano (right).

burger and Santo DeMarco, who worked as salts at T.M. Electric, we were able not only to file Unfair Labor Practice (ULP) charges, but also to petition for representation.

On Oct. 27, 1995, a representation election was held, and Local 488 won. T.M. Electric is now obligated by law to negotiate with the IBEW.

We also reached an agreement with T.M. Electric on the ULP charges filed in August of this year. The award was \$6,000 for back wages. The two checks in the amount of \$3,000 each were presented at the November 1995 regular union meeting. Congratulations to both Art and Santo.

Also at the November 1995 meeting, Bus. Mgr. Frank J. Carroll Jr. presented this year's scholarship award of \$1,000 to Bob McLevy, whose daughter Jill was the 1995 scholarship recipient. This is a four-year scholarship, and Jill will receive the award in each year of her four-year studies.

Bill Cole was presented a certificate for the outstanding work he and his committee did this year in the Dollars Against Diabetes campaign.

PATRICK A. DONAHUE, BUS. REP.

KUDOS TO MILWAUKEE JATC

L.U. 494 (i.em,mt,rs&spa), MILWAUKEE, WI—The 1995 Milwaukee JATC year has been tallied, and a new crop of apprentices have completed their training in the IBEW Local 494 jurisdiction. A total of 46 apprentices became journeyman wiremen, while eight reached their goal of becoming residential wire-

men. All are to be congratulated for their perseverance in maintaining the grade levels and attendance necessary to attain completion. Of course, there was also the passing of the all-important final exam.

The new JW group includes: Thomas Beyer, Tim Biever, Kevin Blanco, John Bots, Anthony Cifaldi, Peter Clausen, Kris Corbett, Hector Cruz, Michael Davis, John Dudzinski, Sandra Easley, Jon Ellingen, Ladd Frank, Thomas Friedl, Ronald Gardner, David Gnacinski, L. Scott Gregorash, Timothy Hagen, David Hedin, Jeffrey Johnson, William Klug, Kenneth Kreuser, Terrance Lisowe, Vlada Ljubic, Tim Michael, Doug Molinski, Patricia Murray, Darrin Nadeau, Mark Plocar, Donald Remm, Neil Roehr, Thomas Sadorf, Matthew Schmidt, William Schmidt, Robert Schneider, Michael Sindorf, Tracey Spottek, Richard Trawicki, James Turdo, Robert Walvoort, Christopher Ward, Myles Weishoff, Kevin Wess, Donn Yetka, Edward Zinthefer and Michael Zuba.

Those completing residential training included: Steffan Albrecht, Dale Hardy, Mark Holter, Kevin Kothrade, Dale Poppy, Steven Radish, Robert Schluga and John Wesley.

While it is exciting to see a new group of journeymen come into the field, it is probably most rewarding to the JATC instructors and the key people who keep the office humming: Training Dir. Mike Chetney, Asst. Training Dir. Rita Maki, Admin. Asst. Jennifer Lind and Mary Yawney, clerical assistant. Everyone involved is contributing to the success of the program, and they deserve our gratitude. Thank you, Milwaukee JATC!

LEON BURZYNSKI, P.S.



Local 494, Milwaukee, WI, member and JATC Dir. Mike Chetney (third from right, front row) joins recent graduates of the Milwaukee JATC to celebrate the completion of their training program.



Local 532, Billings, MT, retired member Harold H. Hatfield receives a 50-year service award presented by his son Ken, who is a 15-year member of the local.

ORGANIZING PROGRAM FUNDED

L.U. 508 (i.o&it), SAVANNAH, GA—1995 was a year of great change for Local 508. Change of leadership has changed the order of our business. We now have a fully funded organizing program funded by an increase of our assessments. Also, the membership has decided they want a new change of address. Bus. Mgr. L.W. Cochran has secured a contract on a building that will be our new meeting hall and office. This building will also be paid for through an increase in our assessments. Both bylaws changes that were needed to increase our assessments to fund these programs were carried by a single vote each. These two elections should encourage more members to attend the meetings to let their votes count.

In October 1995 we had our annual picnic, and I would like to congratulate all those members who again made it a great success. Special thanks to those members who came off the road to cook the barbecue. Also, thanks to the front office staff, who organized the games and rides for the members and their families.

Best wishes to all in the year ahead.

DAVID A. LAMB, P.S.

SERVICE PINS PRESENTED

L.U. 532 (i.o,u,t,catv,s,es,govt,se,spa <i>i>), BILLINGS, MT—Two members of Local 532 recently received 50-year pins, and one member received a 55-year pin.

Harold H. Hatfield was presented with his 50-year pin by his son, Ken, who himself is a 15-year member of Local 532. Harold now resides in Aspen Meadows, a union-wired retirement home. He began working as an

electrician for Yellowstone Electric in 1945; then two years later, he opened his own shop, Empire Electric, which he operated until he retired in 1983. His most memorable job was rewiring the Lincoln Center, from which he graduated in 1936.

Charlie Love also received a 50-year pin. He worked as a journeyman tube bender for Epcon Sign until his retirement in 1984.

Woody Wentworth received a 55-year pin. He worked as a journeyman switchman for the phone company until his retirement in October 1976.

Our sincere congratulations go out to all three of these members, who come from three different areas of the IBEW.

Work for both inside and outside has slowed considerably.

Thanks to all the travelers who have helped us out for the last couple of years.

DON HERZOG, B.M.

LOCAL MOVES TO NEW HALL

L.U. 538 (i), DANVILLE, IL—The big news in our local is that Wal-Mart is coming to town. The downside is that construction on the project is being done with non-union contractors and workers. Much effort is being put forth to encourage area union members, as well as members of the community, to spend their hard-earned money in stores that were quality built by union craftsmen.

Work is still very slow in our local. We are now completely moved into our new hall, and things are running smoothly. For those who didn't catch the new address, it is: 1290 Michigan Street.

Our sympathy goes out to the family of Howard Boswell Sr., who passed away recently. He will be sadly missed.

Local 538 also would like to wish Jim Conway a happy and healthy retirement.

KATHIE MOORE, P.S.



Volunteers turn out on a cold and rainy day to work on the landscaping at the new Local 538, Danville, IL, union hall. Not pictured is Mike Swearingen, who was hauling mulch when the photo was taken.



Local 540, Canton, OH, members display their 20-year awards: from left, seated, front row, Bruce Neighbor, Roy Farwick, Jim Vaughan, Bob Lewers; standing, back row, Pres. Carl Brewer, Mike McElfresh, Ted Milarcik, Frank Silla and John Haines.

SERVICE AWARDS PRESENTED

L.U. 540 (i&o), CANTON, OH—On Dec. 16, 1995, our members and families celebrated Christmas with our annual parties. Members enjoyed a morning program of entertainment, Santa Claus and gifts for the children, followed by the annual dinner-dance party in the evening. We enjoyed seeing old friends. Members visited and renewed old acquaintances and enjoyed the food and music throughout the evening.

Honored this year for 55 years of membership in the local were: Nile Koontz, W.W. Schaub Jr. and Otha C. Thomas. We had 85 members receive pins. Seventeen members received watches in recognition of 20 years' service to the local. Special recognition was given to Elmer Barr, Frank Hann and Sam Williams for the special contributions they have made to the local.

We continue to enjoy a season of good employment in Canton and hope all other locals are experiencing the same.

The JATC would like to say thanks to all the apprentices who volunteered their time to help validate the NJATC guidelines, and to encourage all journeymen and employers to follow through with the follow-up reports on their apprentices. Special thanks to instructors Bob Edwards, Elmer Barr, and their classes for helping on the Habitat for Humanity houses. It's good to see us pull together to make our community a better place to live, work and play.

STEPHEN HANN, P.S.

ELECTRICAL CODE SEMINAR

L.U. 596 (i,o&u), CLARKSBURG, WV—On Saturday, Jan. 13 at 8 a.m. a group of about 50 persons (including journeymen, apprentices, contractors and their customers) gathered in the Mountaineer Conference Center at Lakeview Resort for a seminar on changes in the 1996 National Electrical Code. The seminar enables us to stay current on the changes in the code so that we can continue to promote and make safe electrical installations.

The local would like to take this opportunity to thank the Labor-Management Cooperation Committee (LMCC) for sponsoring this very important and informative event.

Our classes on instrumentation also continue with the support of the LMCC. We must keep ourselves marketable in this time of change in our industry.

Work is very slow in the jurisdiction at this writing, but an outage at Fort Martin Power Station scheduled for early spring should help put some of our members back to work at home.

We thank our sister locals for helping put some of our members to work in our slack periods.

The 1996 presidential and congressional elections are coming up, and we need to be registered and to vote. Remember, if we don't vote, we don't have a right to complain about who gets elected.

FORREST TENNANT, P.S.

AWARDS NIGHT HELD

L.U. 606 (i,rh,es,spa&u), ORLANDO, FL—Awards night for Local 606 was held at the general meeting on Dec. 5, 1995. Fifth District Int. Vice Pres. Melvin Horton presented the joint recipients—Local 606, the Central Florida JATC, and Central Florida NECA—with the NJATC award for over 50 percent participation in journey-level upgrade training. We are extremely proud of our members' attitude and involvement toward the elevation of their skill levels.

We also presented Bros. Ray Blaha and Cliff Gilmore with retirement plaques for their many years of service to the IBEW. We wish both of these fine Brothers the best of luck and a happy retirement. The awards ceremony was concluded with the presentation of service pins to our membership.

Int. Vice Pres. Horton concluded the meeting by addressing the membership and outlining the many new programs that have been developed in the Fifth District. Many thanks, Bro. Horton, and keep up the good work.

HARRY C. BROWN, B.M.



Local 606, Orlando, FL, representatives receive NJATC award presented by Fifth District Int. Vice Pres. Melvin Horton (right). Pictured from left are: Training Dir. Jim Sullivan; Apprenticeship Committee member Al Brower; Apprenticeship Committee member Roger Poitras; and Bus. Mgr. Harry Brown.

IT'S TIME TO SPEAK UP

L.U. 636 (u,as,spa&em), TORONTO, ON—As "Mad Mike," Ontario Premier Mike Harris, and his gang of warriors continue to pillage the very things we have held sacred for many years, we wonder where the madness will stop.

"Mad Mike" and all his corporate cronies are attempting to decimate labour and its very roots. The time has come, now more than ever, for all of us to speak up and let this present regime know that the working people of Ontario are not the mindless bunch of puppy dogs the premier seems to think we are.

The following items summarize the points made by an article published in a recent *Waterloo Labour Council Magazine*. The magazine article portrays what union people have known all along, but these truths have eluded Mr. Harris:

- Union members are happier with their pay, work load, training and safety conditions than non-union workers.
- Unions have achieved benefits for millions of workers—benefits such as safer work, pensions, holidays with pay, and wages that rise with the cost of living.
- Unions give members a voice at the bargaining table and with governments, regarding decisions that affect their lives at work and at home.
- Communities and non-union workers have benefited from the existence of unions, through affordable housing, medicare and public education. Management and governments move faster on all aspects of social progress because of unions.
- The above statements are true because people in unions are prepared to organize, demand, negotiate, struggle, demonstrate, and when necessary, strike. (It should be noted that over 95 percent of labour disputes in Ontario are settled without a strike.)

Write or phone your MPP to find out what he or she is doing about the issues that are important to you. Attend your unit meetings and become informed of what the union is doing to combat these onslaughts.

Now on to other issues. In the upcoming months, members will have the opportunity to view a new video that has been developed by Local 636. The video is focused around the theme "Large Enough to Serve, Small Enough

to Care." This video truly shows what our local is all about and is definitely worth watching. The new T-shirts (inscribed "In a dog eat dog world, the IBEW rules") are available through your respective Business and E-Board Reps at a modest cost of \$12. Shirts come in sizes small to 2XL. Members also are reminded of the nomination and election of delegates to the IBEW Convention. Members are encouraged to submit their ballots back to the local. Work safe, and be a proud union member.

DAN GIESBRECHT, P.S.

ORGANIZING AND COPE SUCCESSES

L.U. 648 (i,o,u,spa&em), HAMILTON, OH—The efforts of our COPE Committee proved very successful these past months in area elections. Several friends of labor were elected to local government office. Many thanks to the membership for their contributions and the successful annual fund raiser, which made all this possible. Congratulations on a never-ending job well done!

Once again in the 1995 Christmas season, Local 648, through the United Way Labor Council, was proud to sponsor two area families. The sharing of good will is what it is all about. The Local 648 children's Christmas party, a breakfast with Santa, had a great turnout. And the annual pig roast and canned food drive once again were great successes, with good food and lots of fun for a good cause.

Our organizing campaign continues to gain strength every day, basically due to the continuing participation by our membership in our COMFT classes and efforts both on and off the jobs. Two new contractors, Kallmeyer Electric and All Test, have been signed; and we are negotiating with some others. Patience, participation and persistence seem to be the key ingredients in a successful organizing campaign. And this is working for us.

Safety on the job is a subject that cannot be overemphasized these days. With the proposed budget cuts for OSHA and state budget cuts for the Ohio Bureau of Workers Compensation, the responsibility of worker safety falls almost totally on the worker. Our national and state legislators seem to think it is more important to cut the costs of business than to police safety for the worker or compensate those who have been injured on the job. These will be key issues in the upcoming elections. Remember, safety is always a number-one priority on the job.

G.F. CORBIN, P.S.

CONGRATULATIONS, BRO. SPEICHER

L.U. 659 (i,o,u,em,catv,lett,st&c), MEDFORD, OR—At this writing in early January, all is well in Local 659. The work picture, both inside and outside, has slowed a bit; but 1996 looks to be another good year for our construction craftsmen.

Organizer Ron Johnson continues to pick up a new union shop here and there. Many non-union electricians are



Then-Apprentice Instructor Harry "Spike" Speicher (standing, right) of Local 659, Medford, OR, instructs a second-year apprentice class at a Camp Rilea session.

now proud IBEW Local 659 members as a result of having come to recognize the many benefits of union affiliation. A note to unemployed members: We still need salts at non-union shops, so give Bro. Johnson a call.

We would like to congratulate long-time Springfield Utility Board employee and Northwest Line Construction Apprenticeship Instructor (IBEW/NECA) Harry Speicher on his selection as underground superintendent with American Samoa Power Co. "Spike," as he is known to everyone, spent endless dedicated hours to make the apprentice linemen in the Pacific Northwest some of the best trained in the industry. Spike made a lasting impression on most everyone he came in contact with. Camp Rilea won't be the same! Good luck, Spike. You will be missed; stay in touch.

Democratic Rep. Ron Wyden defeated state Senate Pres. Gordon Smith in the campaign to fill the U.S. Senate seat vacated by former Sen. Bob Packwood. The campaign was neck and neck, and the outcome was a victory for working people. Labor worked hard to help Rep. Ron Wyden prevail over millionaire businessman Gordon Smith. We need to support the candidates who support us workers.

The staff, officers and members of Local 659 wish the membership a happy, prosperous and organized 1996. Best to all of you.

MIKE BUREAU, R.S.

25-YEAR AWARDS PRESENTED

L.U. 668 (l,rt,s&spa), LAFAYETTE, IN—At this writing work had slowed somewhat due to the bad weather. The few people who have been out of work have gotten some short calls. We hope things are picking up again by the time you read this.

We wish a quick recovery to all members who are off work due to sickness or injury.

Congratulations to the following Brothers who received their 25-year watches recently: Chuck Ellison, Dick Martin, Joe Long, Bill Orth, Lynn Ryan, Joe Siegfried, Guy Spenser and Steve Weatherwax. Hope you guys will enjoy another 25 years.

A big thank-you goes out to all who helped on the installation and removal of the 1995 Christmas decorations. Thanks also to the contractors who

donated the use of their tools and vehicles. We also thank those who helped on the Habitat for Humanity houses.

A class on changes in the 1996 National Electrical Code will be starting. Let's have everyone sign up so as to keep ahead of the non-union sector. Also, a supervision class is being planned for those interested.

It is with sadness that we report the deaths of retired Bros. Walter McKinniss and Robert Schrader. Our condolences go out to their families.

Be sure to vote against the candidates who are trying to do away with the prevailing wage laws. We must support friends of labor in the upcoming national elections.

RANDY THOMPSON, R.S.

ANNIVERSARY MONTH

L.U. 692 (i&spa), BAY CITY, MI—The month of April marks an important milestone for Local 692, for it was 59 years ago that our charter was signed. The date was April 1, 1937. A group of 29 members signed that very special document, and three of those members are living today. On behalf of Local 692, I would like to wish charter members Tony Dodick, Don Johnson and Kerm Trapp a special congratulations. And happy anniversary to all Local 692 members! Presently our local has more than 325 dues paying members, along with another 100 who are retired.

Speaking of retirement, that is something we all plan and dream about, but the sad fact is that not all of us reach that goal. During the month of April, we pause to mourn the loss of our former Brothers and Sisters whose dreams and goals were cut short by a disabling injury or death while they were working.

It is with sadness that we report the recent passing of four retired members: Floyd Young (a former business manager of Local 692), Walter Gasta, Everett "Mac" McCully and Bill Toohy (a former charter member of Local 692, who moved to California many years ago and was a member of the local in the area where he lived). We extend with heartfelt sympathy our prayers and condolences to the Young, Gasta, McCully and Toohy families. May our Brothers rest in peace.

The late Floyd Young was appointed to serve as the business manager for Local 692 in 1971. He served in that capacity for the next 15 years. Previously he was a member of the Executive Board for six years. Each of the four retired Brothers who passed away recently had more than 40 years as members of the IBEW at the time of their passing.

Your attendance and voice is important at the monthly meetings, so plan on attending one soon. If you have not registered to vote this fall, please be sure to do so. This is especially important if you have moved since the last election.

THOMAS S. OSLUND, R.S.

BRO. STONE IS MOURNED

L.U. 702 (l.o.u.u.o.w.e.m.r.t.s.p.a.t.c.a.t.v.&l.c.t.t.), WEST FRANKFORT, IL—Our local was saddened by the death of



Local 702, West Frankfort, IL, mourns the loss of Bus. Rep. John L. Stone, who passed away in December 1995.

Bus. Rep. John L. Stone on Dec. 20, 1995. Bro. Stone was initiated into our local in 1967. He became a staff member in 1988 and ably represented our members on the properties making up the Cape Girardeau Unit. His service to the members and dedication to the local and the IBEW will be greatly missed. Our deepest sympathy continues to be with the family and all of those who share our loss.

Last year the local staff had the opportunity to bring Christmas happiness to the family of Bro. Randy Baker, who is a mechanic at Penn Aluminum of our manufacturing branch. In early November 1995, Bro. Baker had the misfortune to experience a total loss of his home and its contents due to a fire. On Dec. 21, the Baker family (Bro. Randy, Joan, and children Jeff, Jenny and Jessica) gathered at the local union hall and received presents consisting of a television, VCR, and much needed items of clothing, etc. Toys for the children included a "walkman" and a watch for Jeff and bicycles for each of the girls. The delightful laughter and beautiful smiles filled the hall with Christmas cheer.

Work has been seasonably slow for the inside, outside and telephone branches. Clearance work has been fairly stable in Illinois and Missouri this winter. We are looking to have good work in all branches when the weather clears.

Remember to give your support to COPE, to organizing, and to get involved with the local's activities. It all starts by attending the local's regular meetings. See you here at the hall!

JAMES A. CAMPBELL, BUS. REP.

WINTER PARTY A SUCCESS

L.U. 704 (i.e.m.&catv), DUBUQUE, IA—Our Winter Party Committee did an outstanding job in planning this get-together. Thanks to the following members who served on the committee: Rod Kinsella, Pat Steffen, Dale Jaeger, Chuck Till, Scott Jones and Karen Steffen. Attendance was good for the gathering, considering the extremely cold evening. There was plenty of room, and we encourage more members to attend these events and to keep the feeling of solidarity alive and well in Local 704. The evening began with a cocktail hour and a delicious dinner, followed by the drawing for many nice door prizes. Tools were donated by our three

wholesale houses: Miller, Crescent and Universal Electric. Cash prizes were donated by DuPaco Credit Union, Barnstead-Thermolyne and Local 704.

After dinner Bus. Mgr. Dan Hammel shared historical facts about our local, which was chartered on July 13, 1911. He noted that Barnstead-Thermolyne was organized in 1957; and that TCI Cable was organized in 1964, with the TCI clerical workers joining us in 1978.

Other illustrations of the local's prosperity and growth shared by Bus. Mgr. Hammel included the fact that construction work was strong in 1995, with near full employment the entire year. We hope to repeat this trend in 1996, beginning with what looks to be a busy spring. It was pointed out that Barnstead-Thermolyne has also been busy, steadily growing. In 1986 this business employed 100 people. Today, with expanding their plant and acquiring other plants, they now employ approximately 220 people.

Following this interesting historical perspective, Bus. Mgr. Hammel—assisted by Treas. Don Rausch and the local's hard working secretary, Linda Auderer—presented years-of-service pins. Pins were awarded to 175 individuals. In the words of Bus. Mgr. Hammel, "These 175 individuals enabled our local to grow strong. They encouraged us to do a better job, and for that we are grateful. They have made the union what it is today!" We thank these members for their continual support and dedication. They are role models for all of us.

RON HEITZMAN, P.S.

MORE WORK SCHEDULED FOR SPRING

L.U. 712 (i.e.m.catv&govt), BEAVER, PA—One of the ongoing jobs we have in our jurisdiction is at J&L Specialty Steel in Midland, PA. Most of our members have probably worked this job at one time or another over the past 13 years. Sargent Electric has been the contractor, with Ron Estelle as general foreman for the first 12 years. Ron recently was made a project manager for Sargent, and Greg Hojdila is now running the job. Josh Silbaugh is serving as steward. The manpower on the job has fluctuated from a crew to sometimes well over 100 men. At this writing a small crew is employed there.

This job is a fine example of how our members and contractors can augment an industrial plant's regular maintenance personnel and help keep the company in operation and profitable.

Another group of Local 712 members, who work mainly with the plant engineering group at Sargent Electric, has been on site for about two years. Tim Scherer is general foreman, and Hugh Scott is steward.

At press time there are three crews of men on the job. A new rolling mill is now coming out of the ground at the site and will employ many of our members this year. A second shift was put on for this project, with Jim Leek as general foreman and Ron Toohy as steward.

Bus. Mgr. Warren Leek has appointed Bro. John Troutman to the position of business representative. Thanks and

good luck to John in taking on this responsibility.

A group of our members have been involved with Habitat for Humanity of Beaver County for the last three years. This organization provides housing for less fortunate families in our area by building homes with volunteer labor. Four homes have been built since the inception of HFH, with two more planned for 1996. The following members have all donated their time to this worthy cause: Bros. Jeff Jones, Duane Swaney, Bill Kovach, Jake Harper, Butch Leek, Bruce Haffey, Rick Rodgers, Ed Dierfort, Ray Atwell and Spence Ferry. Anyone interested in participating should contact Spence Ferry.

Work has slowed up somewhat in our area, with some members out of work. However, a lot of work is planned to start this spring, and things will certainly improve. See you at the meeting.

JIM HARTLEY, P.S.

RESPONSIBLE LEADERSHIP

L.U. 716 (i,rts,spa&em), HOUSTON, TX—A big Texas thank-you is extended to Int. Sec. Jack Moore and COPE Dir. Rick Diegel for attending the 1996 AFL-CIO COPE Convention in Austin, Texas.

Sec. Moore opened our convention with a speech that I wish all IBEW members could have heard. Thanks to Sec. Moore's ability to bring a convention together, all those attending the Austin meeting rolled up their sleeves and worked toward the same goal, which is to "Get Out the Vote" for 1996 to support our friends in office and to elect new friends who pledge to work for the labor movement.

The political arena is the place where we as IBEW members must be very active. Laws that affect the labor movement in a positive manner must be passed, and laws that would undermine the labor movement must be voted down.

Thanks to our membership who work the extra hours in block walking, manning the telephone banks, and making political signs for the candidates we support. Attend our union meetings to be an informed member.

DEWEY W. "SAM" VINES, B.M.

ORGANIZING GAINS 20 CONTRACTORS

L.U. 728 (i,em,rts&spa), FORT LAUDERDALE, FL—I am pleased to report that since the merger of Local 728 and former Local 232, West Palm Beach, FL, our organizing efforts have produced 20 signatory contractors.

Since our last article, the unfair labor practices of Braggs Electric (a contractor working on a Dillards Department Store job in our jurisdiction) have produced checks for Bros. Gerald Campbell (\$1,119.50), Jack O'Donnell (\$4,170.90), and Lynn Schweiger (\$4,653.18). Organizing does work.

Work in the area is still holding its own. The Fort Lauderdale-Hollywood International Airport will be starting a

major addition later this year that is estimated to cost around \$800 million. Bus. Mgr. Jim Weldon reported that the job will be covered by the mini Davis-Bacon law, which he successfully lobbied the Broward County Commission to pass a few years back. He currently is working on a Boston Harbor type agreement with the commission and has five of the seven commissioners supporting his efforts. This agreement will guarantee that the job is 100 percent union. The commissioners passed a motion to build a basketball/hockey arena in Broward County. I will keep you up to date on both of these jobs.

The local union will hold elections for officers this year in June. If you are out of the area and need an absentee ballot, please contact the local as soon as possible. A postcard addressed to the Election Judge requesting an absentee ballot will be sent to you. Sign and return the completed request, and the ballot will be mailed immediately following nominations.

Effective Jan. 1, 1996, Administrative Services Inc. (ASI) has taken over the responsibility of processing all claims for our merged Health & Welfare Fund. If you have any questions concerning claims or eligibility, please call ASI at 1-800-749-1858, Ext. 312, for Customer Service or dial 0 to get the operator. If you are unable to resolve your problems at ASI, please call Ray Flach at the union hall.

We extend our deepest sympathy to the family and friends of the following members who have passed away recently: Bernard Carter and retirees Louis Radke and Donald Walkden.

MICHAEL FORTIN, P.S.

SALTING... IT PAYS!

L.U. 756 (i&es), DAYTONA BEACH, FL—We had our annual Christmas party on Dec. 9, 1995. Approximately 200 members and their guests turned out and had a great time. We extend our thanks to all those who helped to make the party a success.

Any members interested in taking a National Electrical Code class (mainly regarding code changes) should contact Holmes Davis at the union hall. These classes will start in May. We also will be offering structural wiring classes shortly thereafter.

Any members not interested in salting should think again! To date, some of our Brothers have shared over \$48,000 for just applying at jobsites or for back wages for being unjustly terminated from these salting jobs. Approximately \$40,000 more is pending enforcement proceedings. We need all available members participating in the current Salting Program, as it has been proven to be effective. Contact your organizer to see how you may assist in these efforts. We must protect our jurisdiction and our area standards!

The Retirees Club meets the second Thursday of each month at 11:30 a.m. at the union hall. All are welcome to attend.

This is a very important political year. If you are not registered to vote, you can do so at the union hall. Please register and vote!

JOHN W. BARRINGTON, P.S.



Local 760, Knoxville, TN, members work on a Habitat for Humanity house in Clinton, TN.

COMMUNITY VOLUNTEER WORK

L.U. 760 (i.o.a,arts,spa&icft), KNOXVILLE, TN—Local 760 members were busy with community work through the spring and summer of 1995. A number of members and some of their families furnished the labor for the electrical work on a Habitat for Humanity residence in Clinton, TN. Local 760 journeymen who worked on the volunteer project are: Tony Phillips, Wayne Rivers, Michael Wyrick, Charles Gentry, Garry Whitley and chief steward Carl Scarborough (all Lockheed Martin Energy Systems employees); and journeyman Carl Wright of Tennessee Armature, Knoxville, TN. Also, Dale Phillips and Andy Rivers, children of Local 760 members, contributed their help.

Another of our bigger volunteer projects was at Ritta School. The TVA trade members and Local 760 members took on a project for the Ritta School, and our apprentice class (led by our instructor and journeymen wiremen employed by TVA) put a total of 283 hours into the project. A hearty thanks to these men and women who donated their time and skills to improve our community.

Be sure to attend your local union meetings, held the fourth Friday of each month.

GLEN MCMILLAN, B.M./F.S.

WALK FOR MARCH OF DIMES

L.U. 794 (rr), CHICAGO, IL—Under the leadership of Bros. Dan Cermak and Rich Adler, our local will be get-

ting a group of walkers together to represent IBEW Local 794 in the 26th Annual March of Dimes WalkAmerica. If you would like to join us on Sunday, April 28 for the 10-K walk, please contact Dan or Rich through our recording secretary.

RAYMOND WILKE, P.S.

LOCAL HELPS COMMUNITY NEEDY

L.U. 796 (u), DOTHAN, AL—At Christmas last year, Brothers and Sisters of Local 796, along with Southern Nuclear employees at Farley Nuclear Plant in Dothan, distributed over \$20,000 worth of food, clothing, toys and household supplies to area needy families and elderly residents. This annual Christmas project started in 1986 with an idea from Sister Carolyn Jordan to help 14 children referred by the House of Ruth, a shelter for battered women and children.

This project is now a 10-year-old tradition, and it continues to grow each year. The project has since developed into a year-round endeavor, with participants holding cookbook, candy and refreshments sales as fund-raisers to benefit the community we live in. The names of the children are given to each department at the plant, and the employees fill the children's wish lists.

A special thanks to last year's co-chairpersons: Anna Jerry, Jackie Floyd and Butch Grimes. The group pictured in the accompanying photo was on hand the day we delivered the gifts to all the sponsored families. Thanks to all who help with this worthy endeavor.

RON DREW, P.S.



Local 796, Dothan, AL, volunteers gather to deliver Christmas gifts to sponsored families. Co-chairpersons for the project were: Anna Jerry (back row, third from left), Jackie Floyd (middle row, second from right), and Butch Grimes (middle row, far right).

ANOTHER YEAR OF CHANGE

L.U. 824 (t), TAMPA, FL—1995 was another year of huge changes in our industry, changes that sometimes have been devastating for local unions nationwide in terms of loss of membership and having work centralized in certain parts of the nation. It's bad enough losing members through technological change, but when you see the company continue to downsize to the point where we can't even take care of the business anymore, it gets pretty frustrating to all of us. Some people have termed this behavior as "corporate anorexia," where the companies originally went into the downsizing mode and now don't have a clue as to how to get out.

There are some bright spots for Local 824, as our supply side is doing extremely well and showing a lot of growth, which seemingly will continue for the next two years. Also, January marked the month when we entered the video/cable TV business, which certainly will grow the data transportation end of the business in the near future as well.

We made it our 1996 New Year's resolution to double our efforts with our COPE Committee and emphasize cooperation among IBEW departments as a means of achieving common goals. Taking this a step further, initial steps have already been taken for cooperation among the Teamsters, the CWA and the IBEW in areas where we can agree and work together. Local 824 has been luckier than most, but it does not make us any happier that our Brothers and Sisters across the nation have been suffering for over two years. I would like to take this opportunity to thank everyone for their support and to wish all a good year ahead.

GUY A. LANGLAIS, B.M.

SERVICE IS GRATIFYING

L.U. 852 (i,o&u), CORINTH AND TUPELO, MS—At our regular Oct. 5, 1995, meeting I was honored to receive my 45-year service pin. Retired Bro. Billy Britton, who earlier retired with over 43 years as a journeyman wireman, made the presentation.

It really doesn't seem possible that 45 years have passed since I was initiated into the IBEW. I can say that it has sometimes been a long, hard battle, but I certainly have enjoyed being a member of Local 852 and this great Brotherhood. I worked with my tools for about 19 years and then was elected as business manager in 1969.

I am grateful to have been able to serve the local in that capacity since then, and I hope I have been able to make a contribution to the union. It hasn't always been easy, but it is fulfilling to be able to serve the membership. I hope that even after I retire I can still help some Brothers and Sisters in any way. Attending the IBEW conventions has been a highlight over the years, and I look forward to attending the 1996 convention. We have some great officers, from the top on down.

I would like to thank all the officers, and all the business managers through-



Local 968, Parkersburg, WV, members display their Henry Miller Club certificates, received in recognition for their help with organizing efforts: from left, Paul G. Holleran Jr., John Hannah, Richard Little, Vance "Butch" Rothwell, Jimmy Guinn Jr., and R. Keith Lehw. Not pictured are Alan Hall and Randy Tingler, who also received certificates.

out the country for the assistance they have given in helping our members secure jobs. I hope to see all of these great Brothers and Sisters at the upcoming convention.

JOE H. FRANKS, B.M.

BROTHER SAVES A LIFE

L.U. 910 (i&rts), WATERTOWN, NY—Journeyman inside wireman Wayne Ashline was commended by Bus. Mgr. George Intschert and Pres. Roger Murdie for his action to save a life. While employed on a steel mill project in Butler, PA, Wayne successfully performed the Heimlich maneuver on Bro. Howard Grove (a member of Local 363, New City, NY) and saved his life! Wayne was applauded for acting fast and keeping a cool head at a critical time.

Congratulations go out to three of Local 910's retired Brothers. Herbert Long and Milton Beach received 50-year service pins from the I.O., and E.H. Timmerman was awarded a 55-year pin.

The work situation for the jurisdiction has been dismal for most of the winter, with a large number of journeymen and apprentices out of work. The outlook for the approaching construction season is uncertain; many projects hinge on state and federal budgets, which are full of cutbacks.

We can hope for continued growth in the paper making and pharmaceutical industries; jobs in these areas have resulted in a great amount of work for us over the past few years. Our members also are keeping a watchful eye on the developments of the possible deregulation of electric utilities in our area.

JOHN T. O'DRISCOLL, P.S.

SALTING PINS AWARDED

L.U. 968 (i,o,rts,spa,t,mt&catv), PARKERSBURG, WV—Our work picture has been good in both the industrial and commercial markets. The work should continue to improve through 1996.

Our local union is continuing its organizing efforts against the non-union contractors in our jurisdiction with the help of many of our local Brothers. The following were recognized at a regular union meeting with the presentation of the Henry Miller Club certificate and salting pin: John

Hannah, Jimmy Guinn, Keith Lehw, Dick Little, Butch Rothwell, Paul Holleran, Alan Hall and Randy Tingler. The union and its members appreciate the efforts of these Brothers.

We would like to note an act of heroism by Bro. Donny Lemon, who found and rescued a deer hunter who had fallen out of a tree stand and broken his back. After getting help, it took over three hours to carry the injured hunter to a waiting ambulance. Thank God for Bro. Lemon's presence and compassion.

The local union would like to thank those who participated in delivering over 125 Christmas baskets and turkeys to the retirees and widows of our local union. They always look forward to and appreciate our visits during the holiday season.

We extend our heartfelt sympathy and condolences to the families of L.J. "Jack" Kennedy, who passed away March 30, 1995, and John W. "Bill" Dollman, who passed away Nov. 3, 1995. Jack will always be remembered for his quiet, gentle nature. Bill's passing is a loss to the community of Vienna, WV. His dedication to the Vienna Recreation Commission enabled the youth of the city of Vienna to have first-class recreational facilities.

CHARLIE ARNOLD, P.S.

INSTRUMENTATION CLASS

L.U. 972 (i), MARIETTA, OH—Our work situation remains good at the time of this writing. We have several

travelers enjoying work in this jurisdiction. Our organizing efforts continue to be effective.

Our Labor Management Cooperation Committee recently put on a Toys for Kids Program in conjunction with Kmart in Marietta. The committee also worked through Children's Services in Athens County to assist in buying toys for children in that area. Through the efforts of our local's volunteers, this program was a rewarding success.

On Nov. 4, 1995, we chartered a bus and took a group of members to the state Capitol Building to be participants in the Stand Up for Ohio Families Rally.

Now that the mayoral and county elections are over, we should do what we can to continue our support of labor's friends. If they help us, we should let them know. If we cannot support their actions, then we should also let them know that. Remember: The pen, the fax, the telephone and E-mail are mightier than the sword.

The local has an ongoing Instrumentation Class. As of this writing we have netted three Level III Technicians, 18 Level II Technicians, and several Level I Technicians, who have been certified by the National Institute for Certification in Engineering Technologies.

We are expecting that this will be a great year for our local union under the leadership of Bus. Mgr. William Ferrell and Pres. Steve Crum. Union, Yes!

JOE D. SCHOFIELD, P.S.

REMEMBER TO VOTE

L.U. 1238 (u), WILMINGTON, DE—The membership of Local 1238 Unit I and Unit II will elect new officers, Executive Board members and unit positions, as well as delegates to the International Convention to be held in Philadelphia, PA.

The local, as prescribed by its bylaws, will inform all members as to the date for nominations, and the date the mail ballots will be tabulated. All members are encouraged to vote.

Pres. Marshall Antonson will be appointing an election judge and tellers to conduct the election of officers. Anyone who may be interested in serving as a judge or teller should contact Pres. Antonson.

Congratulations to Bro. Nicholas



The newest members of Local 972, Marietta, OH, are in their second year of the apprenticeship program. Pictured from left, front row, are: Jimmy Lee, Jason Erb and Nicole Berdine; back row, John Miracle, Greg Marquis, Edward Watson, David Higgins, Vic Borkaski, Brian Armstrong, Scott Offenberger, Travis McCutcheon, Randy Treadway and Bus. Mgr. William C. Ferrell.



Local 1238, Wilmington, DE, Vice Pres. Harold T. Pfirrmann Jr. conducts a MEMO class for the local's membership.

Nesci Jr. on his recent retirement. A 28-year member, he worked as a gas utility serviceman. We thank you for your service to the local, Bro. Nesci, and wish you good health and happiness during your retirement years.

Vice Pres. Harold T. Pfirrmann Jr. retired from Delmarva Power effective Jan. 1, 1995; however, Harold continues to serve as the local's vice president. Hal spends countless hours at the local union hall working on projects for the president and the business manager. He currently is working on the "History of Local 1238," as the local prepares to celebrate its 50th anniversary.

Be informed and attend your union meetings. And remember to buy North American, union-made products.

GERALD P.T. CONNOR, P.S.

ANNUAL FOOD DRIVE

L.U. 1274 (em), WARWICK, RI—This year Local 1274, in conjunction with Leviton Manufacturing, completed its most successful annual food drive. The 1995 drive netted approximately 12,000 pounds of food, almost doubling what was collected last year. Our members and Leviton staff devised some rather unique ways of raising funds, which were then used to purchase food for various organizations in the area.

This year approximately one-half of the food was donated to Westbay Community Action Inc., with the balance

going to the Central Rhode Island Chamber of Commerce Food Drive and the Rhode Island Food Bank in West Warwick.

Employees from the Plastics Dept. thought a 50-50 raffle could be successful. The raffle raised almost \$2,200. Of that total, \$1,100 was given as prizes, and \$1,100 donated to the food drive. Other innovative ways of raising money included a gold-fish catching contest, a penny social, cake sales and specialty sandwich sales.

This effort proves that there is no limit to what can be accomplished when everyone gets involved and works toward a common goal. Many thanks to our members and to the Leviton management for helping to make this the best drive ever.

What better expression of the true meaning of Christmas could we ask for than to have union members and Leviton staff working together to help those less fortunate in our community.

TERRY MARTIN, P.S.

THANKS TO PICNIC COMMITTEE

L.U. 1340 (i,o&em), NEWPORT NEWS, VA—A richly deserved thanks goes out to our 1995 Picnic Committee. Organized on short notice, the committee (composed of Marty Goetz, Warren "Smitty" Forrest, Earl Stephenson and Vance Kaloustian) put on a very nice affair. Thanks, guys!

All retired members also received congratulations in the form of an IBEW watch. Any retiree who didn't receive a watch may contact the hall.

Work has slowed in our area, with some signs of future employment. Dynalectric is still maintaining sizable work to employ our members at the hall. Thanks. Good luck to all our contractors procuring future projects this year.

Our prayers are with Gene Jordan as he continues to fight his diabetes. Gene has always been a faithful member. Prayers have been answered for Wayne Jennings and Sandra Pickens. Both fought the battle with cancer and have 100 percent remission. Yea!

Many thanks as always to all the locals across the United States that have employed our members. IBEW locals in the following regions are among those that have helped to

employ our members: Norfolk and Richmond, VA; Terre Haute, IN; St. Louis, MO; Las Vegas, NV; Pittsburgh, PA; etc.

Thanks for a great 1995. Keep up the wonderful effort.

MERRILL HARTZ, P.S.

CONGRATULATIONS TO RETIREES

L.U. 1362 (em&govt), CEDAR RAPIDS, IA—The light at the end of the tunnel in a life of work is retirement. We would like to recognize three Local 1362 members who retired in 1995, members who have devoted their lives to helping other people.

Ethan Sproston served the local as vice president for six years. Then he went on leave to serve as labor liaison

MEMO course on organizing, and we are very enthusiastic about it. We have been working on MEMO with Third District Int. Rep. Mike Price and IBEW Dir. of Industrial Organizing Freddy Allen from the I.O.

We highly recommend the MEMO course to every local, as organizing is imperative if we and all of organized labor are going to continue to be a major force for good in the United States and Canada.

EDWARD DASCH, B.M./F.S.

BEAM-STREAM NEWS

L.U. 1654 (em), OTTAWA, OH—On Oct. 29, 1995, Local 1654-1 sponsored the first fall harvest picnic for local union employees at Beam-Stream.



Children of Local 1654, Ottawa, OH, members enjoy the picnic held for local union members employed at Beam-Stream.

with United Way of Eastern Iowa for approximately 27 years. In that capacity, he devoted countless hours to making life easier for others. Whatever the need, Ethan was always coordinating the necessary assistance, especially during the Iowa floods.

Al Meier served eight years as business manager, and another 10 years with Iowa Federation of Labor as an officer and lobbyist. He can be given credit for successfully lobbying for worker protection laws. Al was then appointed Commissioner of Labor for the state of Iowa, a position he held approximately 19 years until his retirement. Bro. Meier also has the record of holding the labor commissioner's office longer than anyone in the United States.

Betty Talkington, as Iowa Federation of Labor activities director, has coordinated many, many election victories and has introduced training to a long line of people in such areas as the VIP (Volunteers in Politics) project and other COPE-designed programs. In 1995 the Iowa Commission on the Status of Women bestowed the state's highest award to Betty in recognition of her work for the rights of women and families.

Congratulations and happy retirement to Betty, Al and Ethan, along with all '95 retirees.

PAT MARSHALL, P.S.

MEMO COURSE RECOMMENDED

L.U. 1448 (rts,spa,ees,em&caty), PHILADELPHIA, PA—Our local has recently been involved with the

About 80 people turned out for the picnic, and it was a great success. Games were provided for the kids, and the balloon toss was especially popular. Door prizes for union members included Chamber of Commerce gift certificates (two \$50 gift certificates and one \$100 certificate).

Prizes for family members included a Walkman, a Sport Walkman, and a clock radio. We hope the picnic will be even bigger and better next year.

Thanks to everyone who came out and supported us.

CINDY RADEMAKER,
EXEC. BOARD MBR.

SAFETY RECORD CELEBRATED

L.U. 1908 (u), COCOA, FL—At the December 1995 System Council U-4 meeting in Jacksonville, FL, the delegates voted unanimously not to reopen our current contract for any reason. Florida Power and Light (FPL) had previously expressed an interest in reopening the contract prior to the Council Meeting. FPL also had announced more job cuts in most departments of the company. But after recessing the meetings with our committee prior to the holidays, the company decided to put further layoffs on hold for the moment, with the exception of the Nuclear Dept.

Bro. Bruce Welch and I attended the meeting of the Florida Electrical Work-



Participating in the Local 1274, Warwick, RI, annual food drive, held in conjunction with Leviton Manufacturing are: from left, Local 1274 Bus. Mgr. Rui Carrinho, Leviton Vice Pres. Mike Sullivan, and Paul A. MacDonald, director, Rhode Island AFL-CIO Community Services.

ers Association in Jensen Beach on Jan. 20 and 21. Many interesting reports were presented by several locals, and Fifth District Int. Vice Pres. Melvin Horton was on hand as well. The political possibilities for the 1996 election year remain the most important issue for all of organized labor. We must vote for those who have our best interests in mind. The Republican-controlled Congress obviously does not.

A celebration was held at the Cape Plant in January to mark a full work year at the plant without an OSHA recordable injury. The important issue here is that no one was seriously hurt or injured during this period of time. Employee safety will always be an issue of paramount importance.

PGBU also had their 1996 Safety Kick-off meeting in January, and it involved the Local Joint Safety Committees from all of the fossil plants meeting to further plans for safety awareness for the remainder of this year.

Attendance at the regular monthly union meeting and at the Executive Board meeting has been up for the past several months. This shows renewed interest and concern on the part of the membership. Our local union officers and Executive Board members have taken several steps recently to improve our ability to better communicate with our officers, members and other locals within System Council U-4.

We would like to thank Bro. Maury Roberts for providing the sound equipment and helping out for our union rally in Pompano; and also to extend thanks to other members of our local who attended and helped make the event a success.

Attend your local union meetings and stay informed. And remember to work it safe.

LARRY KYLE, P.S.

POLE TOP RESCUE COURSE

L.U. 2150 (o.u.govt&left), MILWAUKEE, WI—Linemen and apprentices of Local 2150 participated in a pole-top-rescue continuing education course. The course was sponsored by Pieper Power (a local contractor), and Wisconsin Electric Power Co. supplied the training grounds. Also helping to make the course possible were OSHA certified instructors Jerry Caya, Darrell Gaglione and Bob Pendowski.

The class covered pole top rescue, bucket rescue, emergency communications and emergency procedures. Each of these areas was covered in detail, with everyone participating in the actual hands-on pole top rescue. Those who attended spoke favorably of the class as having been very informative and helpful, and there was some dis-

ussion about making it an annual event.

On the day of the event, adrenalin levels were high as the linemen toiled up, preparing to ascend the pole toward the victim. In a situation like this, a lineman knows in the back of his mind that every second counts and every move makes the difference between life and death. Other participants watch with total concentration, knowing they will be next up the pole.

As the last linemen and apprentices descended from the pole, I heard a conversation between a few of the Brothers. One of them stated, "Only a trained lineman can save another lineman off an energized pole or bucket safely."

Many thanks to: Wisconsin Electric Power Co. for the use of its training grounds; the three instructors, for assisting and demonstrating their techniques for each rescue procedure; and Pieper Power, for being our sponsor, taking the time to put it all together, and caring about the continuing education of their work force.

Special thanks go to all the linemen and apprentices who attended this class on their own time. They are as follows: Lee Beck, Wayne Bennett, Buck Browning, Ed Driscoll, Kurt Frienberg, Mike Hall, John Harding, Jim Jacobi, Mike Layman, Harry Nelson, George Richter, Craig Rienderer, Bob Thompson Jr., Brian Zander and Brian Krause.

JIM R. JACOBI, P.S.



Pictured are some of the Local 2150, Milwaukee, WI, linemen and apprentices who participated in a pole top rescue course.

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CARD NUMBER _____
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CURRENTLY ON PENSION Soc. Sec. No. _____

OLD ADDRESS _____
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IN MEMORIAM

PBF Death Claims Approved for Payment in January 1996

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Wentzel, R. G.	10,000.00	Pens. 15	Moon, W.	2,400.00	Pens. 86	Kester, M. G.	2,400.00	Pens. 309	Hopper, H. D.	2,400.00
2	Borelli Jr., P. J.	5,000.00	Pens. 15	Schwalm, J.	2,400.00	Pens. 98	Brascius, F. W.	3,580.00	Pens. 310	Jones, C.	2,400.00
3	Jones, R. K.	5,000.00	Pens. 15	Sporcic, S. J.	2,400.00	Pens. 98	Walfe, H. L.	2,400.00	Pens. 317	Avis, F. T.	2,400.00
9	Burger, D. E.	5,000.00	Pens. 16	Dudak, H. P.	2,400.00	Pens. 99	Menard, S. J.	2,400.00	Pens. 317	Weaver, B. J.	2,400.00
9	Hughes, F. D.	5,000.00	Pens. 16	Panigoda, I. J.	2,400.00	Pens. 99	Reilly, F. X.	2,400.00	Pens. 322	Beitel, F. H.	2,400.00
9	Marinara, J. A.	5,000.00	Pens. 16	Hawley, M.	2,400.00	Pens. 103	Kvicala, C. F.	4,163.81	Pens. 323	Fox, L. R.	2,400.00
11	Catone, R.	5,000.00	Pens. 19	Schutte, L. A.	2,400.00	Pens. 103	Solvitelli, G. J.	2,400.00	Pens. 328	Castiglio, A. J.	2,400.00
11	Edwards, M. L.	10,000.00	Pens. 19	Kelly, P. E.	2,400.00	Pens. 104	Bright, G. F.	2,400.00	Pens. 329	Harris, J. B.	2,400.00
17	Quinteros, J.	10,000.00	Pens. 108	Burnett, P. B.	2,400.00	Pens. 106	Stenstrom, W. G.	2,400.00	Pens. 332	Makela, W. E.	2,400.00
25	Carroll, F. L.	5,000.00	Pens. 111	Crowley, B. A.	2,400.00	Pens. 109	Carlstrom, W.	2,400.00	Pens. 332	Millage, C. S.	2,400.00
34	Marold, R. E.	5,000.00	Pens. 111	Metcalfe, D.	2,400.00	Pens. 111	Waterman, C. O.	2,400.00	Pens. 340	Stodler, J. A.	2,400.00
51	Huber, L.	5,000.00	Pens. 111	Peacock, W. C.	2,400.00	Pens. 111	Winkel, H. J.	2,400.00	Pens. 344	Galk, M.	2,400.00
58	Lackman, C. F.	5,000.00	Pens. 111	Pringle, K. C.	2,400.00	Pens. 113	Johnston, C. L.	2,400.00	Pens. 347	Loos, N.	2,400.00
66	Cooper, W. L.	2,500.00	Pens. 111	Rangel, M.	2,400.00	Pens. 116	Caldwell, M. M.	2,400.00	Pens. 349	Dauphin, M. H.	2,400.00
77	Sleater, D. A.	5,000.00	Pens. 111	Reed, B. A.	2,400.00	Pens. 124	Maertz, C. F.	2,400.00	Pens. 349	Hammond, J. G.	1,600.00
102	Drake, R. E.	5,000.00	Pens. 111	Sahl, E. P.	2,400.00	Pens. 125	Bean, F. H.	2,400.00	Pens. 353	Barabas, S. A.	2,400.00
125	Quigley, K. C.	5,000.00	Pens. 111	Walters, V. C.	2,400.00	Pens. 125	Duas, B. R.	2,400.00	Pens. 353	Boszczyński, L.	2,400.00
134	Darrah, P. J.	5,000.00	Pens. 111	Zalopany, C.	2,400.00	Pens. 125	Talevich, J. E.	2,400.00	Pens. 353	Black, J.	2,400.00
134	Lackridge, P. T.	5,000.00	Pens. 113	King, H. E.	2,400.00	Pens. 126	Applegate, J. E.	2,400.00	Pens. 353	Thomason, H. J.	2,400.00
134	Meyer, G. G.	5,000.00	Pens. 113	Schwalmer, F. W.	2,400.00	Pens. 129	Burkart, E. H.	2,400.00	Pens. 354	Frohnt, T. C.	2,400.00
134	Zambo, R.	5,000.00	Pens. 118	Kerr, J. E.	2,400.00	Pens. 130	Meredith, L. P.	4,325.00	Pens. 354	Guyman, G. L.	2,400.00
175	Taylor, A. L.	5,000.00	Pens. 118	Teselle, E. H.	2,400.00	Pens. 130	Stieb Jr., C. D.	2,400.00	Pens. 354	Tervort, N. H.	2,400.00
177	Bullock, W. H.	5,000.00	Pens. 118	Taohy, W. J.	2,400.00	Pens. 134	Born Sr., R. F.	2,400.00	Pens. 354	Cain, J. W.	2,400.00
270	Smollen, S. L.	5,000.00	Pens. 221	Sawers, G. L.	3,895.04	Pens. 134	Casey Jr., J. A.	2,400.00	Pens. 367	Klotz, J. F.	2,400.00
292	Johnson, L. W.	5,000.00	Pens. 222	Sudan, M. W.	2,400.00	Pens. 134	Clark, W.	2,940.44	Pens. 367	Simeone, J. J.	2,400.00
304	Roy, I. M.	5,000.00	Pens. 23	Dickman, R. F.	2,400.00	Pens. 134	Heath, R. L.	2,400.00	Pens. 369	Hardt, F. W.	2,400.00
322	Wood, W. P.	5,000.00	Pens. 24	Clingerman Jr., O. F.	2,400.00	Pens. 134	Hoffman, P.	2,400.00	Pens. 384	Adair Jr., J. W.	2,400.00
344	Chioccarello, L.	5,000.00	Pens. 24	Farmer, J. E.	2,400.00	Pens. 134	Horn Jr., T.	2,400.00	Pens. 387	Blaydes, N. S.	2,400.00
349	Karcher, D. H.	5,000.00	Pens. 25	Raidin, F. W.	2,400.00	Pens. 134	Jarmuth, C. R.	3,816.23	Pens. 413	Mogensen, K.	2,400.00
349	Kimmons, R. A.	5,000.00	Pens. 25	Tucker, H. B.	2,400.00	Pens. 134	Mc Ilwain, R. J.	2,400.00	Pens. 415	Laves, T. W.	2,400.00
365	Moore, M. J.	10,000.00	Pens. 26	Beall, H. W.	2,400.00	Pens. 134	Mawinski, A. P.	2,400.00	Pens. 420	Dzandzel, G.	2,400.00
369	Hudson, P. P.	10,000.00	Pens. 32	Beard, L. W.	2,400.00	Pens. 134	Mueller, F. J.	2,400.00	Pens. 441	Breed, E. R.	2,400.00
380	Morgan, J. T.	5,000.00	Pens. 34	Hamilton, J. L.	2,400.00	Pens. 134	Sitar, J. J.	2,400.00	Pens. 441	Decker, E. P.	4,303.00
401	Berryman, J. E.	5,000.00	Pens. 38	Brandt, E. J.	2,400.00	Pens. 134	Slatery, J. M.	2,400.00	Pens. 441	Florio, B. A.	2,400.00
411	Phillips, T. L.	10,000.00	Pens. 38	Klontas, R. W.	2,400.00	Pens. 134	Strand, L.	2,400.00	Pens. 441	Peterson Jr., L. A.	4,001.54
429	Alvis, C. F.	5,000.00	Pens. 38	McCloskey, R.	2,400.00	Pens. 134	Thompson, J. E.	3,336.26	Pens. 441	Toussaint, R. J.	2,400.00
429	Cates, L. M.	5,000.00	Pens. 38	Pickersgill, E. A.	2,400.00	Pens. 136	Greer, W. F.	2,400.00	Pens. 446	Purcell, G. R.	2,400.00
429	Hill, J. V.	2,986.83	Pens. 38	Rogers, T. J.	2,400.00	Pens. 140	Atchison, R. F.	2,400.00	Pens. 452	Kness, A. D.	2,400.00
440	Stevens, R. L.	5,000.00	Pens. 41	Bloney, J. J.	2,400.00	Pens. 142	Kapcos Jr., M. F.	2,400.00	Pens. 465	Dermy, W. D.	2,400.00
527	Walters, C. W.	10,000.00	Pens. 41	Cannizzaro, L. E.	2,400.00	Pens. 145	Rohr, H. W.	2,400.00	Pens. 466	Legg, J. E.	2,400.00
613	Blas, P. M.	5,000.00	Pens. 41	Farrell, J.	2,400.00	Pens. 149	Fritsch, J. A.	2,400.00	Pens. 474	Decker, J. F.	2,400.00
625	Siddle, S. D.	5,000.00	Pens. 41	Nettina, J. T.	2,400.00	Pens. 150	Runnerstrom, W. E.	2,400.00	Pens. 479	Huhn, J. E.	2,400.00
639	Huetter, R.	5,000.00	Pens. 41	O'Rourke, A. B.	2,400.00	Pens. 153	Gallo, R. G.	3,685.29	Pens. 479	Johnson, M. D.	2,400.00
728	Driskell, D. L.	5,000.00	Pens. 44	Waters, C. G.	2,400.00	Pens. 163	Loftus, D. H.	3,008.42	Pens. 479	McNeel Jr., L. L.	3,058.94
767	Vickers, A. F.	5,000.00	Pens. 46	Braman, H. M.	2,400.00	Pens. 164	Effert, H.	2,400.00	Pens. 485	Adams Jr., R. A.	2,400.00
910	Allen, W. E.	5,000.00	Pens. 46	Hardy, R. A.	2,400.00	Pens. 175	Browning, B. A.	2,400.00	Pens. 495	Lowler, D.	2,400.00
985	Bell III, P. L.	10,000.00	Pens. 46	Mooney, D. W.	2,400.00	Pens. 180	Spalding, G. W.	2,400.00	Pens. 496	Mercer, A.	2,400.00
1105	Richardson, R. L.	5,000.00	Pens. 46	Van Kleeck, W. E.	2,400.00	Pens. 183	Blankenship, F. H.	2,400.00	Pens. 497	Delancey, M. D.	2,400.00
1151	Green, W. F.	5,000.00	Pens. 49	Freeman, C. L.	2,400.00	Pens. 191	Olson, E. F.	2,400.00	Pens. 499	Hunt, C. W.	2,400.00
1245	Holman, R. C.	5,000.00	Pens. 48	Osterlund, H. H.	2,400.00	Pens. 191	Owens Jr., D. L.	2,909.00	Pens. 505	Frost, M. H.	2,400.00
1245	Martin, J. N.	5,000.00	Pens. 48	Sundahl, O. G.	2,400.00	Pens. 191	Stein, E. E.	2,400.00	Pens. 518	Sherril, G. H.	2,400.00
1319	Bowers, R. A.	5,000.00	Pens. 49	Albinger, H. P.	2,400.00	Pens. 193	Hall, H. R.	2,400.00	Pens. 520	Carleton, R. L.	2,400.00
1547	Hatfield, J. V.	10,000.00	Pens. 53	Sherman, S. R.	2,738.00	Pens. 194	Bogues, W. A.	2,400.00	Pens. 520	Wright, J.	2,400.00
Pens. 11	Bauer, E. F.	2,400.00	Pens. 55	Sheets, G. O.	2,400.00	Pens. 196	Pearce, J. R.	2,400.00	Pens. 527	Higgins, J. M.	2,400.00
Pens. 11	Beck, J.	2,400.00	Pens. 56	Dailey, L. G.	2,400.00	Pens. 202	Razovich, T.	2,400.00	Pens. 530	Wilson, D. H.	2,400.00
Pens. 11	Dailey, F. L.	2,400.00	Pens. 56	Damico, J.	2,503.22	Pens. 212	Hayes, O. C.	2,400.00	Pens. 547	Shafer, H. L.	2,400.00
Pens. 11	Dekeersgiete, H. J.	2,400.00	Pens. 57	Hicks, R. M.	2,400.00	Pens. 213	Leary, G. E.	2,400.00	Pens. 558	Brooks, F. L.	2,400.00
Pens. 11	Hermann, A. W.	2,400.00	Pens. 57	Spinus, J. H.	2,400.00	Pens. 213	Lynas, G. H.	3,488.00	Pens. 558	Goach, P. R.	2,400.00
Pens. 11	Muhs, A. J.	2,400.00	Pens. 57	Taylor, C. M.	2,400.00	Pens. 213	Wilton, E. T.	2,400.00	Pens. 558	Maddox, G. M.	2,400.00
Pens. 11	Ramsey, R. E.	2,782.92	Pens. 58	Greenwood, J. W.	2,400.00	Pens. 245	Dettinger, W. H.	2,400.00	Pens. 568	Golze, E.	2,400.00
Pens. 11	Reslie, A. O.	2,400.00	Pens. 58	Maffen, H. C.	2,400.00	Pens. 245	Mandell, G. E.	2,400.00	Pens. 569	Hayes, J. M.	2,400.00
Pens. 11	Sawyer, B. R.	2,781.77	Pens. 58	Smith, L. J.	2,400.00	Pens. 246	Dick, J. I.	2,400.00	Pens. 569	Sharp, T. R.	2,400.00
Pens. 11	Watts, D. E.	3,728.00	Pens. 66	Kocurek, R. W.	3,947.00	Pens. 246	Jelski, C. S.	2,400.00	Pens. 573	Cooper, T. W.	2,400.00
Pens. 11	Weidemann, A. W.	2,400.00	Pens. 68	Branson, E.	2,400.00	Pens. 265	Chetlain, B. A.	2,400.00	Pens. 573	Kelly, E. D.	2,400.00
Pens. 12	Burgess, W. L.	2,400.00	Pens. 76	Colkins, H. H.	2,400.00	Pens. 271	Gifford, J. M.	3,064.00	Pens. 574	Spidle, C. H.	2,400.00
Pens. 13	Brown, S.	2,400.00	Pens. 76	Droege, V. E.	2,400.00	Pens. 291	Norton, D. A.	2,400.00	Pens. 576	Ussory, F. A.	2,400.00
Pens. 13	Damiano, N.	2,400.00	Pens. 76	Wisdom, J. P.	2,400.00	Pens. 291	Woodhead, E. J.	2,400.00	Pens. 577	Zimmer, H. H.	2,400.00
Pens. 13	Goldblatt, M.	2,400.00	Pens. 77	Chapple, R. E.	2,400.00	Pens. 292	Johnson, K. F.	2,400.00	Pens. 583	Walzer, J. R.	3,717.50
Pens. 13	Gurr, F.	2,400.00	Pens. 77	Corwin, C. F.	2,400.00	Pens. 292	McKay, G. E.	2,400.00	Pens. 584	Terrell, B. J.	2,400.00
Pens. 13	Morgan, M. C.	2,400.00	Pens. 77	Greene, R. M.	2,400.00	Pens. 294	Hurlbut, C.	2,400.00	Pens. 601	Pannbacker, G.	2,400.00
Pens. 13	Piscopo, U.	2,400.00	Pens. 77	Haddix, R. H.	2,400.00	Pens. 295	Daniels, L. B.	2,400.00	Pens. 602	Willis, R. R.	2,400.00
Pens. 13	Priebe, E.	2,400.00	Pens. 77	Pakiser, F. C.	2,400.00	Pens. 302	Peaslee, G. A.	2,400.00	Pens. 606	Edwards, L. V.	4,160.00
Pens. 13	Puppo, M. J.	2,400.00	Pens. 77	Reynolds, W. M.	2,400.00	Pens. 304	Marlin, M. S.	2,400.00	Pens. 611	Ross, T. J.	2,400.00
Pens. 13	Sobelsohn, A.	2,400.00	Pens. 80	Deane, K. L.	2,400.00	Pens. 304	May, N. C.	2,400.00	Pens. 613	Broadnax, J. H.	4,400.50
Pens. 13	Taylor, A.	2,400.00	Pens. 86	Childress, J. N.	2,680.00	Pens. 305	Hartman, A. F.	2,529.62	Pens. 613	Lester, E. L.	2,400.00
Pens. 15	Branthoover, W. H.	2,400.00	Pens. 86	Hale, P. E.	2,400.00	Pens. 306	Martens, A. B.	2,400.00	Pens. 613	Spencer, L. M.	2,400.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. 1617	Pease, H. J.	2,400.00	Pens. 836	Reed, H. G.	2,400.00	Pens. 1377	Farrest, M. J.	2,400.00	Pens. 110	Jarrett, F. A.	2,400.00
Pens. 1619	Curry, E. F.	2,400.00	Pens. 846	Rymer, G. W.	2,400.00	Pens. 1377	Kozenko, J. A.	4,375.25	Pens. 110	Kirstein, W. E.	4,343.00
Pens. 1631	Warren, E.	2,400.00	Pens. 846	Scheivellud, C. C.	2,400.00	Pens. 1439	Wood, I. G.	2,400.00	Pens. 110	Krueger, A. A.	2,400.00
Pens. 1640	Holland, J. C.	2,400.00	Pens. 852	McMurray, J. R.	2,400.00	Pens. 1523	McGuire, C. R.	2,400.00	Pens. 110	Lang, A.	2,400.00
Pens. 1640	Stark, J. D.	2,400.00	Pens. 867	Didion, K. J.	3,889.38	Pens. 1531	Rush, B. T.	2,400.00	Pens. 110	Larvick, F.	2,400.00
Pens. 1649	Jamison, R. C.	2,400.00	Pens. 894	Kee, D.	2,400.00	Pens. 1547	Culver, G. E.	2,400.00	Pens. 110	Likes, H. C.	2,400.00
Pens. 1659	Campbell, R. J.	2,400.00	Pens. 912	Bartlett, E.	2,400.00	Pens. 1579	Burnley, W. F.	2,400.00	Pens. 110	Lindsay, C.	2,400.00
Pens. 1659	Stewart, K. G.	2,400.00	Pens. 934	Leonard, J. D.	2,400.00	Pens. 1579	Odum, C. E.	2,400.00	Pens. 110	Looney, J. F.	2,651.00
Pens. 1663	Tomaszewski, A. N.	2,400.00	Pens. 948	King, K. C.	2,400.00	Pens. 1682	Beggs, E. N.	2,400.00	Pens. 110	Masters, B. G.	2,400.00
Pens. 1683	Cotton, P. R.	2,400.00	Pens. 949	Peterson, C. D.	2,400.00	Pens. 1758	Sharpmack, R. G.	2,400.00	Pens. 110	Mergenthaler, W.	2,400.00
Pens. 1684	Weaver, H. M.	2,400.00	Pens. 949	Stille, H. C.	2,400.00	Pens. 1958	Smith, J. L.	2,400.00	Pens. 110	Morrison, A. E.	2,400.00
Pens. 1686	Roberts, R.	2,400.00	Pens. 953	Busse, G. E.	2,400.00	Pens. 2090	Blankenship, M. A.	2,400.00	Pens. 110	Morrissey, W. C.	2,400.00
Pens. 1692	Young, F. T.	2,400.00	Pens. 953	Nichols, D. C.	2,400.00	Pens. 2095	Reed, H. W.	3,741.05	Pens. 110	Murray Sr., D. W.	2,400.00
Pens. 1694	Omelian, F. J.	2,400.00	Pens. 953	Pozanski, A.	2,400.00	Pens. 110	Arnold, W. D.	2,400.00	Pens. 110	Murtagh, M. C.	2,400.00
Pens. 1702	Keller, G.	2,400.00	Pens. 972	Colley, M. B.	2,400.00	Pens. 110	Ashton, B. S.	2,400.00	Pens. 110	Nimchonok, L.	2,400.00
Pens. 1702	Layd, T. B.	2,400.00	Pens. 993	Browning, J. T.	2,400.00	Pens. 110	Bokowski, C. J.	2,400.00	Pens. 110	Nyberg, R. A.	2,400.00
Pens. 1712	Kinzler, H. S.	2,400.00	Pens. 1001	Proctor, C.	2,400.00	Pens. 110	Barrett, A. E.	2,400.00	Pens. 110	O'Donnell, M.	2,350.00
Pens. 1716	Hughes, D. M.	3,437.60	Pens. 1002	Caywood, E. L.	2,407.46	Pens. 110	Bennett, R.	2,400.00	Pens. 110	Pulliam, W. F.	2,400.00
Pens. 1716	Smith, W. A.	2,400.00	Pens. 1002	Culver, N. D.	2,400.00	Pens. 110	Bernsen, C. M.	2,400.00	Pens. 110	Rankin, V. C.	2,400.00
Pens. 1716	Spell, L. L.	2,400.00	Pens. 1002	Shackelford, T. F.	2,400.00	Pens. 110	Booth, R. A.	2,400.00	Pens. 110	Schoefer, R. A.	2,400.00
Pens. 1724	Boomhower, R. C.	3,573.50	Pens. 1070	Gravelle, G. A.	2,400.00	Pens. 110	Butler, W. P.	2,400.00	Pens. 110	Scheidts, R. B.	2,400.00
Pens. 1724	Suito, J. J.	2,400.00	Pens. 1116	Hawgate, D. F.	2,400.00	Pens. 110	Clark, C. D.	2,340.51	Pens. 110	Schilman, L. L.	3,767.72
Pens. 1728	Dixon, W. F.	2,400.00	Pens. 1186	Saito, T. K.	2,400.00	Pens. 110	Cody, W. E.	2,400.00	Pens. 110	Schlachter, R. W.	2,400.00
Pens. 1728	Radke, L. T.	2,400.00	Pens. 1205	Miller, R. L.	2,400.00	Pens. 110	Cool, R. Z.	2,400.00	Pens. 110	Schneider, J.	2,400.00
Pens. 1728	Tesh, B. J.	4,226.00	Pens. 1220	Taylor, J. D.	2,400.00	Pens. 110	Currie, G. C.	2,400.00	Pens. 110	Schneider Sr, H. L.	2,400.00
Pens. 1728	Walkden, D.	2,400.00	Pens. 1220	Ulrich, C. W.	2,400.00	Pens. 110	Currie, S. W.	2,400.00	Pens. 110	Sevey, H. M.	2,400.00
Pens. 1734	Kinsey, W. E.	2,400.00	Pens. 1245	Choate, O. F.	2,400.00	Pens. 110	Curtis, T. B.	2,400.00	Pens. 110	Shepherd, W. M.	2,400.00
Pens. 1734	Rawls, R. L.	2,400.00	Pens. 1245	Kloose, R. E.	2,400.00	Pens. 110	Dawson, D. H.	2,400.00	Pens. 110	Simonini, H. J.	2,400.00
Pens. 1760	Stanford, R. G.	2,400.00	Pens. 1245	Turner, J. E.	4,509.50	Pens. 110	Dennis, R. A.	2,680.00	Pens. 110	Sims, A. E.	2,400.00
Pens. 1762	Jamison, W. R.	2,400.00	Pens. 1245	Wiley, H. V.	2,400.00	Pens. 110	Dewar, E. D.	2,400.00	Pens. 110	Vancho, J.	2,400.00
Pens. 1762	Lukianchuk, N.	2,400.00	Pens. 1249	Little, W. K.	2,400.00	Pens. 110	Fischer, E. M.	2,400.00	Pens. 110	Vandenbergh, R. P.	2,400.00
Pens. 1772	Barfield, W.	2,400.00	Pens. 1253	Boothby, B. L.	2,400.00	Pens. 110	Fleming, D. M.	2,400.00	Pens. 110	Villers, G. W.	2,400.00
Pens. 1813	McClougherty, J. H.	2,400.00	Pens. 1260	Bates, G. H.	2,400.00	Pens. 110	Fulkerson, C. E.	2,400.00	Pens. 110	Warner, A. C.	2,400.00
Pens. 1813	Overstreet, H. J.	2,400.00	Pens. 1260	Yahota, M.	2,400.00	Pens. 110	Gier, W. M.	2,400.00	Pens. 110	White, E. B.	2,400.00
Pens. 1817	Papowsky, E.	2,400.00	Pens. 1339	Allen, C. L.	2,400.00	Pens. 110	Gutschaw, E. G.	2,400.00	Pens. 110	Zahorik, E. C.	2,400.00
Pens. 1833	Durham, O. L.	2,400.00	Pens. 1366	Piper, G. A.	2,400.00	Pens. 110	Hess, G. H.	2,400.00		Total Amount	\$1,292,425.30

International Brotherhood of Electrical Workers Pension and Death Benefit Payment Report January 1996

Number admitted to pension last month
 Total number on pension
 Total pension payments last month
 Total pension payments last 12 months
 Death benefits paid last month
 Death benefits paid last 12 months

IBEW PENSION BENEFIT FUND

430
 90,654
 \$ 5,321,017.79
 \$ 64,147,945.61
 \$ 1,292,425.30
 \$ 15,748,361.81

NATIONAL ELECTRICAL BENEFIT FUND

225
 65,893
 \$ 26,414,721.49
 \$ 307,106,252.78

DO BUY CANADIAN-BUILT CARS/TRUCKS/VANS

As promised in the March issue of the *Journal*, here is a list of the vehicles that are union-made in Canada.

GENERAL MOTORS
 Lumina—Oshawa
 Regal—Oshawa

Monte Carlo—Oshawa (as of 2/14/94)
 *Chevrolet/CK Pickup Trucks—Oshawa

GMC Sierra (Trucks)—Oshawa
 Camaro—Ste. Therese
 Firebird—Ste. Therese

CAMI
 GEO Metro; GEO Swift; GEO Tracker
 Suzuki Sidekick

FORD
 Grand Marquis—St. Thomas
 Crown Victoria—

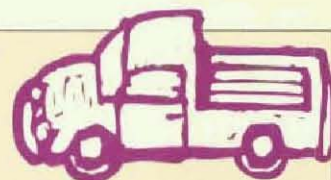
St. Thomas
 Windstar Mini Van—Oakville
 *F-Series (150, 250, 350)
 Pickup Trucks—Oakville

CHRYSLER
 Eagle Vision—Bramalea
 *Dodge Intrepid—Bramalea
 *Chrysler Concord; Chrysler LHS—Bramalea
 Dodge Caravan—

Windsor
 Plymouth Voyager—Windsor
 Dodge Ram Wagon—Windsor
 Dodge Ram Van—Windsor

VOLVO**
 940/740 Series—Halifax

*Some vehicles of this model are Canadian-assembled, but some are assembled in other countries. Be sure to check the "Parts Contents" label or the Vehicle Identification



Number (VIN) for the location of the plant of final assembly

**Most Volvos are made in Sweden. Be sure to check the sticker to ensure Canadian union-built cars. Displayed in the window of each new car, truck or van, is the 17 character VIN. The first character of Canadian-made vehicles is #2.

Source: National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (CAW-TCA)



ANNOUNCING...

The First Ever IBEW Photo Contest: Give Us Your Best Shot!



One factor that unites IBEW members no matter where they work is pride—pride in doing high quality work; pride in the trade; pride in being part of the IBEW.

We want to see the IBEW experience on film. We want to see images of IBEW members at work either on the job or at a union activity. And so, the IBEW Journal and Media Relations Department proudly announces the first IBEW Photo Contest.

Open to active or retired members, the contest seeks to bring out the photographic talents within our membership. IBEW members work in challenging jobs that make for powerful images. IBEW members work hard on behalf of their fellow members through bargaining, representation, organizing, political action, and a host of other activities. Any activity or subject relating to the IBEW and the work we do is grist for the contest. We want to see your best work, be it a photo you have already taken, or one you shoot for this contest.

Prizes will be awarded as follows:

- First Place** \$200
- Second Place**..... \$150
- Third Place** \$100
- Honorable Mention**..... An IBEW Carhartt Blue Denim Jacket
(Note — There will be as many honorable mentions as the judges deem worthy)

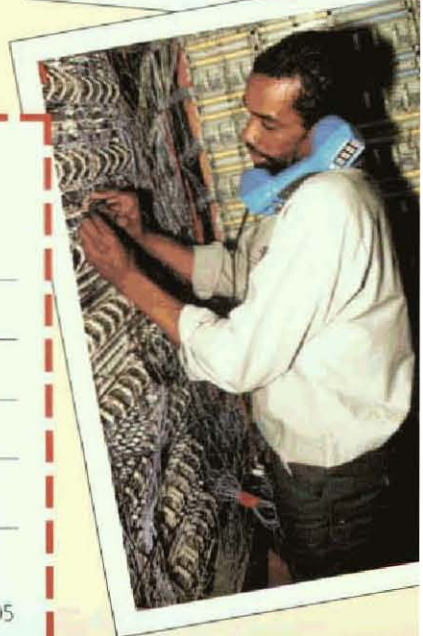
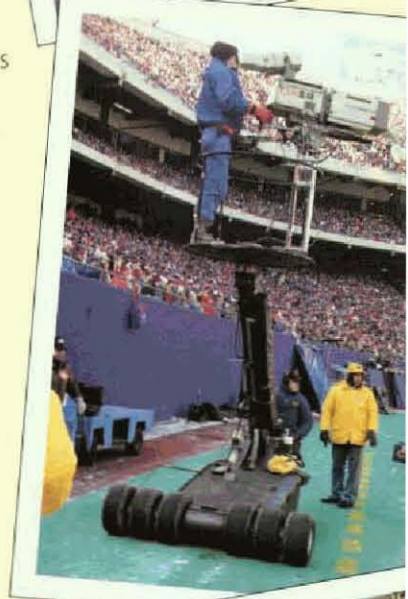
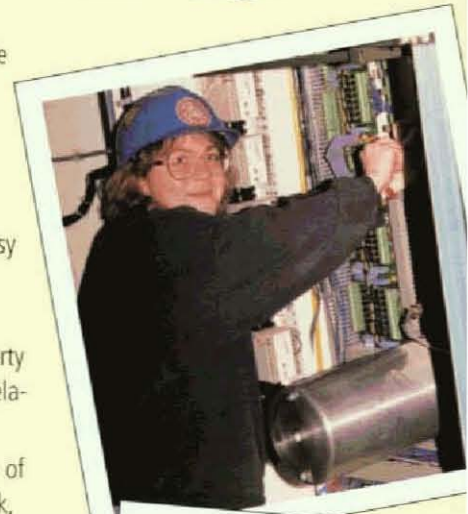
A distinguished panel of judges including IBEW members and outside experts in photography and graphics will render all decisions. The winning entries will be on display at the 1996 IBEW International Convention in Philadelphia, Pennsylvania, and will be published in the December 1996 issue of the *IBEW Journal*.

The deadline for entries is July 26, 1996. Enter today!

Contest Rules:

1. The photo contest is open to active or retired IBEW members only.
2. International officers and staff are not eligible.
3. Submissions can be in color or black and white, on slides, or glossy prints. The preferred print size is 8X10.
4. All submissions become the property of the IBEW Journal and Media Relations Department.
5. Photos must have an IBEW theme of some sort, either members at work, engaged in some kind of union-related activity, or still subjects conveying images of the electrical industry or the union.
6. If people are featured in the photo, they should be identified. If large groups are pictured, the name of the group or purpose of the gathering (e.g., a safety committee, a union meeting) can be submitted in place of individual names.
7. Photos previously published in the *IBEW Journal* are not eligible for submission.
8. **All entries must be postmarked no later than July 26, 1996.**

Give us your best shot!



Please complete and mail the following information with your submission:

Name _____

Address _____

City/State/Zip _____

Local Union No. _____ IBEW Card No. _____

IMPORTANT!

Home telephone _____

Mail to:

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

Printed in the U.S.A.

This Summer, Don't Study History, **Make It!**

Fed up with corporations **laying off workers** en masse despite record profits? Politicians droning on about family values while attacking family **living standards?**

Now you can **do something** about it!

Join hundreds of college students and young workers for **Union Summer**, helping organize in the streets and in the neighborhoods, making a difference for **workplace rights** and social justice.

For more information regarding **Union Summer**, contact:
AFL-CIO Union Summer, 1101 14th Street, N.W., Suite 320,
Washington, D.C. 20005, 1-800-952-2550, (Fax) 202-408-0303.