

THE ELECTRICAL WORKER

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IMPORTANT INFORMATION
Special Insert on
"A" Members'
Pension Benefit Fund

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IBEW News



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SPECIAL NOTICE

This issue contains important new information for "A" members of the IBEW regarding the Pension Benefit Fund and their rights under ERISA, which should be read and retained for future reference. Insert begins after page 8.

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'TURN, BABY, TURN'

First U.S. Offshore Wind Farm Opens off Atlantic Coast

An aerial view of the Block Island Wind Farm, which was built with the help of Providence, R.I., Local 99 members. Photo provided by Deepwater Wind.

Business Manager Michael K. Daley and everyone with Providence, R.I., Local 99 had reason to celebrate when the first offshore wind farm in U.S. waters became fully operational in mid-December.

"It was awesome," Daley said. "It was a feeling of so much pride that the IBEW had been a part of this."

There could be even better news on the deep blue horizon. Deepwater Wind's Block Island Wind

ON THE HORIZON

Farm — which Local 99 not only helped build, but helped get off the ground because of its ongoing dialogue with Rhode Island officials — could lead to more work for IBEW members.

Hopefully, a lot more.

"The real prize was not the five turbines," said Paul MacDonald, Local 99's legislative director. "I look at that as a demonstration project. The real prize is what's going to come."

About 50 Local 99 members were involved in the construction, most at a temporary mainland facility at the Port of Providence. Block Island is 13 miles south of the Rhode Island coast.

The project is tiny compared to the massive offshore wind farms that have sprouted up around the world during the last two decades, particularly in European coastal areas.

It showed, however, that they have a place in the United States. MacDonald said wind generation helps hold down energy costs, which could also make it more attractive to businesses.

"It has to come because the cost of energy is getting out of hand," he said. "In the Northeast, it's getting so expensive that it stymies business. People are thinking of ways to stop that."

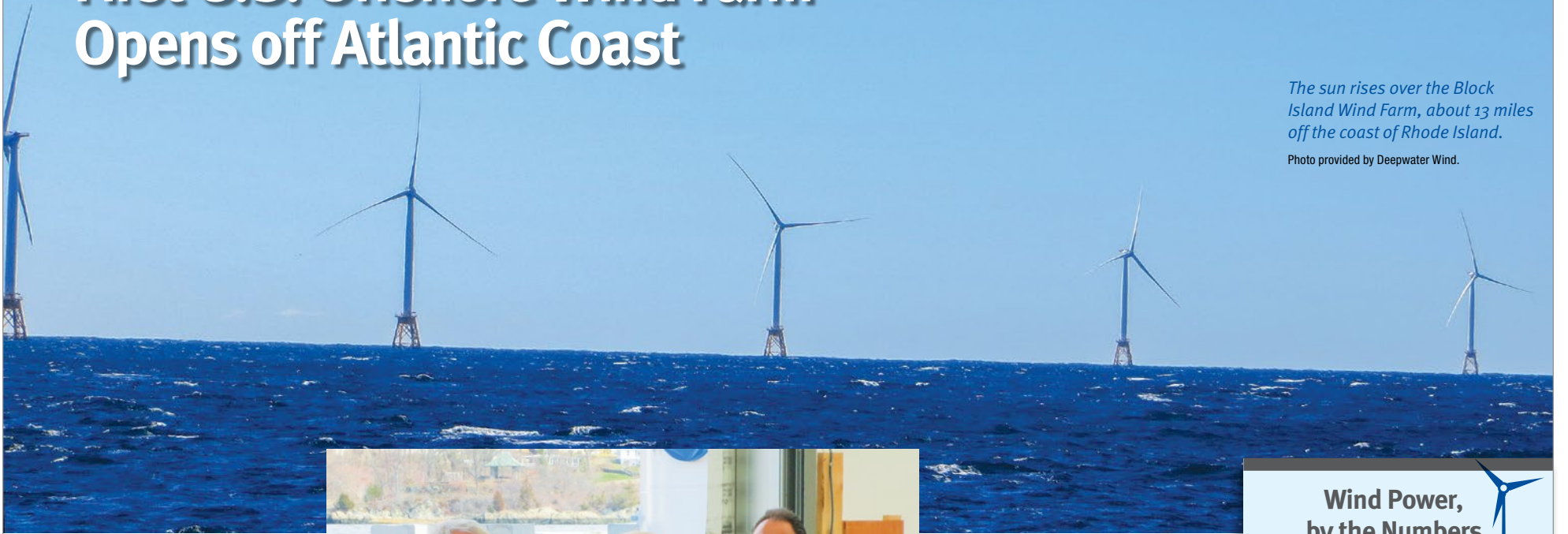
"This [the Block Island project] is a demonstration that it's feasible and that it works," he added. "When we have these things with 200, 300 or 500 turbines, that's when you're really going to see a lot of jobs."

Deepwater Wind has received permission for another project, this one in federally-controlled waters.

U.S. OFFSHORE WIND FARM continued on page 2

Continued from page 1

First U.S. Offshore Wind Farm Opens off Atlantic Coast



The sun rises over the Block Island Wind Farm, about 13 miles off the coast of Rhode Island.

Photo provided by Deepwater Wind.

Called Deepwater One, it will be about 30 miles southeast of the eastern edge of New York's Long Island. Company officials hope to start work in 2019 and the first phase is expected to provide energy for 50,000 homes when it is finished in 2022.

The project will be within Local 99's jurisdiction. Daley noted the turbines for the Block Island project were largely constructed overseas before being assembled by Local 99 members. For a larger project, it might be more economical for the turbines to be built domestically — more potential work for Local 99 members.

The first phase of the Deepwater One project calls for just 15 turbines, but it is eventually expected to have about 200.

"We're hoping if that goes, it will spur more work in Rhode Island and southeast Massachusetts in building the turbines over here on the mainland," Daley said.

Local 99 long was active in the push toward Rhode Island becoming the first state to approve and have constructed an offshore wind farm. MacDonald remembers first approaching then-Gov. Don Carcieri about the possibility nearly 10 years ago.

Two governors later, and after constant lobbying of local and state legislators, construction started in 2015 and Block Island Wind Farm was operational a little more than a year later.

Other groups joined in the campaign, including the state's other trade unions along with industry and environmental groups. MacDonald said building that coalition was essential, but the IBEW can take pride in that it saw the potential before most others and stayed with it.

He complimented Local 99 members for contacting legislators, attending meetings and even handing out miniature wind turbine lapel pins.

"In Texas, they say drill baby drill," said MacDonald, whose grandson, a Local 99 apprentice, worked on the Block Island project. "In Rhode Island, we say turn baby turn."

"We've got an awful lot to be proud of," he added. "If it wasn't for the IBEW, I don't think we would have seen a blade turn. We stayed with it. Most everyone up here would admit that we're the godfather of wind."



Providence, R.I., Local 99 Business Manager Michael K. Daley speaks during a news conference in the spring of 2016 at the Port of Providence.

Daley said Deepwater Wind officials appreciate the work done by Local 99 behind the scenes. They respect the work done on the turbines by Local 99 members and signatory contractors.

That should pay off in the future, he said.

"They know that we were critical," Daley said. "We were there and we were supporting them throughout the regulatory process. Without us, this may not have happened."

Rhode Island likely will be a leader in offshore wind power development, which also should be good news for Local 99 and its members. Gov. Gina Raimondo recently was named chairman of the Governors Wind and Solar Energy Coalition, a bipartisan group of governors interested in promoting wind energy. She and other state legislators have said repeatedly how important its development is to the state's future.

"It means a cleaner source of energy, a lower cost of energy, a diversified energy supply," Raimondo told Providence, R.I., television station WPRI. "It means a lot of jobs."

"This is the way to rebuild our economy," she added. "We cannot bring back old-fashioned manufacturing."

Deepwater Wind Chief Executive Officer Jeff Grybowski told the Washington Post he doesn't expect President Donald Trump's administration to have much impact on the growth of wind energy, add-

ing that local markets have created more of a demand than national policy, even though former President Barack Obama's administration was a strong proponent of it.

"Taking offshore wind from a theoretical thing to a reality is what Block Island has done," Grybowski said. "As the first project to cross the finish line, it's really proven that offshore wind can be

done in the United States."

Deepwater Wind is asking Maryland officials for approval to build a wind farm in the Atlantic Ocean off the coast of Ocean City. It also is working to build a windfarm off the coast of Cape May, N.J.

Other companies are expected to enter the offshore wind farm business in the United States as well. The federal government has issued 11 leases for wind farms up and down the East Coast between Massachusetts and Virginia.

All that means the possibility of additional work for other IBEW locals and other trade unions, so Daley suggested that union leaders looking to use the growth of the industry to find work for members work closely with companies committed to it — like Local 99 did with Deepwater Wind — and realize it's going to be a long process, he said.

"You have to be patient and you have to persevere," he said. "There are definitely going to be naysayers. There will be people that don't want it for various reasons, but this is going to happen. It makes too much sense." ■

Wind Power, by the Numbers

Most of the top producing wind energy states are in the Midwest and Great Plains, but that might change during the next several years with the advent of offshore wind farms in the United States. Here are the states that get the largest percentage of their energy needs met by wind power.

- ▶ Iowa – 31 percent
- ▶ South Dakota – 26 percent
- ▶ Kansas – 24 percent
- ▶ Oklahoma – 18 percent
- ▶ North Dakota – 18 percent
- ▶ Minnesota – 17 percent
- ▶ Idaho – 16 percent
- ▶ Vermont – 15 percent
- ▶ Colorado – 14 percent
- ▶ Oregon – 11 percent

Sources: American Wind Energy Association and U.S. Energy Information Association

IBEW MERCHANDISE

www.ibewmerchandise.com



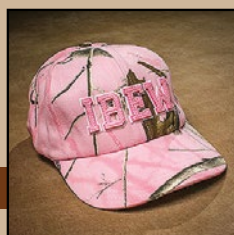
Canvas Tote Bag \$5.00

Green canvas tote bag with black handles, IBEW logo and initials. Measurements = 14" base x 8" wide x 14.5" high.



Ladies Camouflage Hat \$12.00

Pink and green brushed cotton camouflage hat with custom IBEW lettering. Adjustable size to fit all.



Black Long Sleeve T-shirt \$11.00

6.0oz 100% preshrunk cotton long sleeve t-shirt, with IBEW initials printed on the left chest.

These items and more are now available at your IBEW Online store.

Long-Shot East Coast Rail Plan: Faster Commutes, IBEW Jobs



Photo used under a Creative Commons license from Flickr user Charles Fulton.

Rail infrastructure between Washington and New York has been suffering for decades, falling victim to heavy traffic combined with a lack of investment. But federal regulators have a plan for sorely-needed upgrades that could shorten commutes and lead to IBEW jobs.

The \$120 billion proposal released in December by the Federal Railroad Administration calls for repairs and replacement of long-neglected bridges and tunnels along with realigning portions of track where curves limit speed. Officials hope both moves, along with minor service expansions to parts of Connecticut, Rhode Island and Massachusetts, would relieve the Northeast Corridor of dozens of bottlenecks that slow down traffic on Amtrak's busiest route.

On the heels of four years of study by Amtrak, state and local governments and eight commuter rail systems that would be affected, the final rail plan is expected to take 30 years to put into action if adopted in its entirety. FRA officials expect full implementation would reduce Washington to New York travel times by 35 minutes and New York to Boston travel times by 45 minutes, providing a significant economic boost to the rapidly-growing region.

IBEW Railroad Department Director Bill Bohné welcomed the news with cautious optimism, but he warned that the path between putting forward a plan and actually breaking ground on new projects can be long and complicated, with the likely end result being some sort of compromise.

"We're 100 percent on board with what the FRA wants to do in the Northeast Corridor," he said. "It's work that needs to be done, and the bridge and tunnel projects especially could put a lot of our construction members to work. So much of this critical infrastructure is falling apart. Tunnels are leaking. It's important investment, especially to the 2,500 IBEW members



A 2015 speed-related crash on a curved section of track north of Philadelphia killed eight and injured more than 200. Amtrak's plans call for straightening sharp curves to allow for faster travel. Photos courtesy of NTSB



The 108-year-old Portal Bridge just outside Secaucus, N.J., has long been a major bottleneck on Amtrak's Northeast Corridor. The busiest train span in the Western Hemisphere, it carries nearly 200,000 passengers per day across the Hackensack River, but speeds are limited to 60 miles per hour due to its deteriorating condition. Photos courtesy of Amtrak

working every day on the Northeast Corridor at Amtrak and commuter railroads."

The bulk of the IBEW's Northeast Corridor railroad members work either on locomotives, passenger and commuter cars or on maintaining transmission lines north of New York City, so the project would impact many of them working for Amtrak and commuter systems like the Maryland Transit Authority in the Baltimore-Washington area, Metro North in New York and Connecticut, Southeastern Pennsylvania Transportation Authority in Philadelphia or New Jersey Transit. All of those systems share tracks with Amtrak, so this investment would improve rail travel and could lead to increases in ridership.

In announcing the FRA's proposal for revitalizing the corridor that carried nearly 18 million Amtrak passengers in

2015, outgoing U.S. Transportation Secretary Anthony Foxx acknowledged the difficulty of getting any plan all the way to the construction phase.

"The Department of Transportation believes that investing in this vision for the Northeast Corridor must happen," he said. "While building this recommendation would require significant investment, the cost of doing nothing is much greater."

That cost could soar in the decades to come. The Northeast region accounts for nearly a third of all employment in the U.S. and nearly 20 percent of gross domestic product. With as many as 7 million new people expected in the region by 2040, any further degrading of the commuter infrastructure could seriously harm the nation's economy. Sen. Cory Booker of New Jersey, whose state sends 400,000 people per day

across the Hudson River to work in New York, says the condition of his region's railways is "choking growth and productivity."

At night, many of the same tracks are used by freight rail, which accounted for \$274 billion in economic activity in 2014 and supported 1.5 million jobs, according to industry analysts.

On paper, the rail investment strategy seems to fit with President Donald Trump's campaign promise of \$1 trillion in infrastructure spending, one of the new administration's policy proposals on which Democrats in Congress have signaled they could work together. But Republican leaders on Capitol Hill and in the White House have indicated that plans to repeal the Affordable Care Act and to reform the tax code in favor of business and the super-wealthy will take priority.

Also concerning is Trump's pick to lead the Department of Transportation, which oversees the FRA. Elaine Chao, who led the Department of Labor for eight years under President George W. Bush, has long sided with big business over working people, highlighted by her department's reluctance to investigate allegations of wage theft by employers during her tenure.

Some worry that even if there is a massive infusion of cash into railway building projects, congressional Republicans have long desired to end Davis-Bacon prevailing wage protections and to eliminate project labor agreements, both of which could become a reality in 2017. Without support at DOT, it becomes increasingly likely that union labor may not factor into the proposed upgrades, which would certainly create thousands of construction jobs.

"We're glad federal regulators have proposed this ambitious strategy to upgrade our nation's decaying rail infrastructure," said International President Lonnie R. Stephenson, "but using our nation's best-trained, most reliable union professionals to build it has to be a part of the equation if we expect the upgrades to last for the generations that come after us."

While not technically included in the \$120 billion proposal, the FRA indicated that its long-term strategy would work in conjunction with Amtrak's Gateway project, currently in late planning stages, that would replace 108-year-old tunnels and bridges connecting New Jersey with Manhattan. That project, estimated to cost upwards of \$25 billion, is on track for a decision from the federal government in early 2018 with final design and construction to follow.

Elected officials and business leaders from across the Northeast have encouraged Trump to embrace the new rail proposals and to keep the Gateway Project on track as his administration explores future infrastructure spending. ■

Highlighting superior skills

IBEW Members Dominate 'Elite Tradesman' Competition

Members from IBEW locals across the country participated in the first-ever IDEAL National Championship for electrical workers. And they won in almost every category.

"The knowledge I get from my apprenticeship is top notch," said Michael Fox, a fifth-year apprentice member of Minneapolis Local 292 and third-place winner in the individual category for apprentices. "That's why we dominated."

IDEAL Electrical, a tool and electrical supply company, sponsored the November competition. Contestants competed individually and as teams in either the professional or apprenticeship category.

Preliminary qualifying events took place from May through October at locations throughout the country, some at IBEW training centers. Over 23,000 people participated nationwide with the top 64 professional tradesmen and 64 apprentices making the trip to Disney's Coronado Springs in Lake Buena Vista, Fla., for the finals.

IBEW members won first and second place in the individual categories for professional competitors and second place in the professional group category. In the apprenticeship division, members won the top three slots for individuals and first place in the group category. They also won a total of \$165,000, in addition to trophies and tools. Over \$500,000 in cash and prizes was awarded overall, according to IDEAL.

"This proves how strong we are," said Patrick Flanery, a second-year apprentice member of Minneapolis Local 292 and member of the winning group. "It shows how good our curriculum is and that our instructors know how to teach our students."

Members estimated that at least half the contestants were IBEW.

"There was a lot of camaraderie and sportsmanship, and it was great to see so much IBEW strength," Fox said. "I feel like I made a lot of new friends."

"I met a lot of cool members from all over," said Joshua Collins, a fifth-year apprentice member of Watertown, N.Y., Local 910 and second-place individual winner. "It was nice to be able to have some fun and show off your skills at the same time."

Contestants participated in challenges that required speed and attention to detail in four categories: wire cutting, stripping, termination and testing through a multi-station speed test.

Corbin Rios, a second-year apprentice member of Wichita, Kan., Local 271



Above: Minneapolis Local 292 Assistant Training Director Derrick Atkins, left, stands with winners in the individual and group categories at the IDEAL competition: Michael Fox, Bryan Olson, Ben Woodworth and Patrick Flanery. At right, Elgin, Ill., Local 117 member Greg Anliker, center, takes the top professional prize.

and first-place winner in the individual category, said he knew everything he needed for the competition because of his IBEW training.

"It's a true testament to the IBEW to have such a strong presence among the winners," said Rios, whose award came with \$30,000. An additional \$5,000 was awarded to his training center.

The money will go to bills and savings, as well as a local charity, he said. He also intends to give back to his local. Prior to the contest, Rios' son was in the hospital with a blood clot in his brain. Local 271 members pitched in to help with expenses and support. The day he left for the competition, he got news that his son was healthy again.

"It's been a blessing," Rios said. "It was an amazing experience to get so much help."

Elgin, Ill., Local 117 member Greg Anliker took the top professional prize, and its \$75,000.

IDEAL had a livestream of the event

on its Facebook page and on the day of the finals, 23,000 viewers tuned in, Anliker said.

Anliker was also on the team that won second place, along with fellow Local 117 member Will Barnett and Lisle, Ill., Local 701 member Clay Noga.

Atlanta Local 613 member Timothy Morris won second place in the professional division.

"It was very challenging," he said. "You had to be diverse in your skill set."

Morrison says he plans to invest his \$25,000 winnings.

"The kids have to go to college," he said.

The first-place group apprentice award, won by Minneapolis Local 292 apprentices Flanery, Bryan Olson and Ben Woodworth, came with \$30,000 to be split amongst the team and another \$5,000 for the school.

"The coolest part was being able to talk to other union members from different locals, and nonunion people too," Flanery said. "It's nice to be able to talk about your

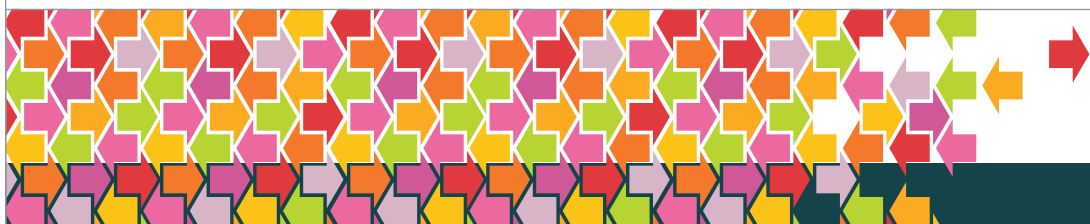


work with people who understand it."

IDEAL billed the event as the first annual competition, with plans to hold the second this year. The top five individual winners from the professional and apprentice categories and the top two teams from each of the categories are automatically invited back.

Morris and Rios said they believe more members will try out next time since the IBEW contestants did so well. And there may even be new members in the mix.

"The nonunion guys were asking about the IBEW, how to join, what our benefits are like," Collins said. "It definitely helped get the name out." ■



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NORTH OF 49°

IBEW Wins Indigenous Inclusion Award

Nationwide efforts by the IBEW to deepen ties with aboriginal communities in Canada have earned recognition for taking initiative to improve outreach and advancing indigenous people in the workplace.

Based on an in-depth review of the work of IBEW local unions — the first of its kind for a union in Canada — a “barometer assessment and report” was produced to determine strengths, challenges and possible improvements. More than 20 IBEW leaders, from Alberta, Ontario, British Columbia, Manitoba, Saskatchewan, Nova Scotia and Yukon Territories, were interviewed about their efforts to recruit, train and employ members of indigenous tribes.

“The same principles and values that underpin First Nations culture — justice, equity, sharing responsibility — define the solidarity of labor activists. Unionism resonates well with our First Nations brothers and sisters and strengthens both,” said Winnipeg Local 2034 Business Manager Mike Velie in a 2014 article in the *Electrical Worker*. Velie was among those whose efforts were recognized.

On behalf of the First District, strategic coordinator Kate Walsh accepted the award, given by nonprofit Indigenous Works, at the 2016 Workplace Inclusion Leadership Awards Nov. 24 in Banff, Alberta.

“The IBEW is committed to being an inclusive organization and that includes our indigenous brothers and sisters,” said First District Vice President Bill Daniels. “It’s an honor to be recognized by Indigenous Works for our efforts.”

The IBEW has been a member of Indigenous Works since 2010. Since that time, the IBEW has redoubled efforts to recruit, train and organize indigenous populations. Treaties between First Nations bands and federal and provincial governments frequently require corporations engaged in projects on reserve land to hire indigenous residents. Cultural awareness and developing mutual respect are essential to successful partnerships between the IBEW and First Nations communities.

The IBEW efforts include developing pre-apprenticeship training programs and promoting diversity in the skilled trades.

“Our job is to make our students the best possible tradespeople, and when you remove the social barriers, I see absolutely no difference between our First Nations students and anyone else,” said Halifax, Nova Scotia, Local 625 Business Manager Tim Swinamer.

Social and cultural differences are among those barriers. Or they can be simple logistics. Some First Nations students may travel two hours to get to class or have difficulty with certain skills, Swinamer said. So Local 625 provides mentoring and counseling services and even math tutoring.

“We didn’t want to set them up to fail,” he said, “and they didn’t.”

Local 625 is building a new training facility, and several spots for incoming

students are reserved for First Nations students, Swinamer said.

Walsh said the IBEW’s work with indigenous people mirrors other initiatives like RENEW/NextGen, the women’s caucus and the Electrical Workers Minority Caucus.

“This is part of our larger effort to be an organization that is open to all Canadians,” Walsh said. ■

IBEW First District strategic coordinator Kate Walsh, center, accepts an award on behalf of the members of IBEW, given by Indigenous Works, at a ceremony Nov. 24 in Banff, Alberta.



AU NORD DU 49° PARALLÈLE

La FIOE remporte le prix pour l’inclusion du peuple indigène

Les efforts déployés à l’échelle nationale par la FIOE pour tenter de renforcer les engagements avec les collectivités autochtones au Canada ont contribué à l’avancement de ce peuple dans le milieu de travail.

La FIOE travaille en étroite collaboration avec les collectivités autochtones et met en œuvre des initiatives dans le but d’améliorer les stratégies de sensibilisation. Plus de 20 leaders de la FIOE, de l’Alberta, à l’Ontario, à la Colombie-Britannique, au Manitoba, à la Saskatchewan, à la Nouvelle-Écosse jusqu’au Territoire du Yukon, ont été convoqués en entrevue pour parler de leurs tentatives de recrutement, de formation et d’embaucher les membres des tribus indigènes.

Selon l’étude approfondie menée par les sections locales de la FIOE une « évaluation et un rapport baromètre » a été fondée pour déterminer les forces, les défis et les améliorations potentielles. Cette étude est la première de ce genre à être mise en place à travers tous les syndicats au Canada.

« Les mêmes principes et valeurs qui découlent de la culture des Premières Nations — justice, équité, partage des responsabilités — définissent la solidarité des activistes syndicaux. Le syndicalisme rejoint bien les confrères et les consœurs des Premières Nations et renforce les deux, » mentionne le gérant d’affaires Mike Velie de la section locale 2034 à Win-

ipeg cité dans un article paru dans l’*Electrical Worker* en 2014. Velie était parmi ceux dont les efforts ont été reconnus.

Au nom du Premier District, Kate Walsh la coordonnatrice stratégique a accepté le prix remis par un organisme à but non lucratif du *Indigenous Works* au 2016 *Inclusion Leadership Awards* tenu le 24 novembre à Banff, en Alberta.

« La FIOE s’engage à être un organisme inclusif qui inclue nos confrères et nos consœurs indigènes, » dit le vice-président Bill Daniels du Premier District. « C’est un honneur d’être reconnue pour nos efforts parmi l’*Indigenous Works*. »

La FIOE fait partie du *Indigenous Works* depuis 2010. Depuis ce temps, la FIOE a multiplié ses efforts en matière de recrutement, de formation et de syndiquer la population autochtone. Des traités entre les bandes des Premières Nations, les gouvernements fédéraux et provinciaux exigent fréquemment que les corporations engagées dans des projets sur les réserves embauchent des résidents autochtones.

La sensibilisation culturelle et développer le respect mutuel sont essentiels à la réussite des partenariats entre la communauté des Premières Nations et celle de la FIOE.

Les efforts de la FIOE portent sur le développement des programmes de préapprentissage en vue de promouvoir la diversité parmi les métiers spécialisés.

« Notre travail consiste à veiller à ce que nos élèves deviennent les meilleurs travailleurs possible, et lorsqu’on enlève la barrière culturelle, je ne vois absolument aucune différence entre nos étudiants des Premières Nations et toute autre personne, » mentionne le gérant d’affaires Tim Swinamer de la section locale 625 situé à Halifax en Nouvelle-Écosse.

Les différences sociales et culturelles comptent parmi ces obstacles; ou ils peuvent tout simplement être des logistiques. Certains étudiants des Premières Nations peuvent voyager deux heures pour arriver au cours ou avoir de la difficulté avec certaines compétences, dit Swinamer. Alors la section locale 625 fournit des services de mentorat et de consultation et même l’enseignement des mathématiques.

« Nous n’avons pas voulu les prédestiner à l’échec, et ils ne l’ont pas été, » dit-il. La section locale 625 a mis sur pied un nouveau centre de formation et plusieurs endroits pour les nouveaux étudiants étant réservés pour les étudiants des Premières Nations, dit Swinamer.

Walsh dit que le travail de la FIOE avec le peuple indigène est semblable aux autres initiatives comme RENEW/NextGen, the women’s caucus et l’*Electrical Workers Caucus*.

« Ceci entre dans le cadre d’un effort plus large qui vise à être une organisation ouverte à tous les Canadiens, » dit Walsh. ■

IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out the wealth of IBEW-related information online.

www.ibew.org

Visit the IBEW website for the latest news and stories about our members — including the online version of the *Electrical Worker*!

www.IBEW.org

YouTube

Milwaukee Local 494, like locals across the U.S., is hosting career fairs to attract new members — and attendance is growing every time. Find out how they’re doing it here: <http://bit.ly/IBEWIndustryNight>

Vimeo

Chicago Local 134’s solar training facility is



preparing its members for the renewable energy future, and it’s happening at one of the first net zero facilities in the Midwest. Watch it here: <http://bit.ly/IBEWSolarTraining>

HourPower

It’s safety first for Las Vegas Local 357 at its state-of-the-art traffic signal training lab. Head to IBEWHourPower.com to learn more.



ElectricTV

The Electric TV team traveled from coast to coast to tell the stories of the NECA/IBEW team lighting up their cities. Watch now on ElectricTV.net.



TRANSITIONS

APPOINTED

John Easton Jr.



The IBEW is pleased to announce that Houston Local 716 Business Manager John Easton Jr. has been named Sixth District International Executive Council member, effective Jan. 1.

President Lonnie R. Stephenson appointed Easton to fill the unexpired term of Chris Wagner, who was appointed Seventh District international representative. The IEC voted unanimously to confirm the selection.

“I was asked if I would be interested and I said, ‘Is there even a question?’ I will always answer ‘Here I am’ whenever the IBEW calls.”

Easton is a second generation Local 716 inside wireman, who entered his apprenticeship straight from high school in 1986. He topped out in 1989 and soon after was appointed a steward on one of the biggest projects in Local 716’s history: the Michael E. DeBakey VA Medical Center. More than 500 Local 716 members were at the VA job for nearly a half-decade.

“I met lots of people there and those relationships have lasted a long time,” Easton said.

In 1992, he was nominated by the then-business manager for the examining board. Easton said his experience reforming the local’s intake process made him more interested in how decisions were made at

the local and he decided to run for the executive board. He won by seven votes.

In 1998, Easton left the executive board to come on staff as an organizer, a position he kept until 2000, when he ran for business manager. Easton ousted the incumbent business manager in 2001, winning more than 60 percent of the vote in a four-way race.

“Did I have a lot of great ideas? Not too many, just promising that I would be honest with the membership, be accessible and do what I can to help. I never claimed to have all the answers and I promised we could come up with them together.”

Easton gave a good deal of the credit for his smooth transition into local union office to the administrative staff and hiring the right people, including his father, John E. Easton Sr., to join the staff.

“I was his gofer back when I was a little kid and I joked it was payback time,” Easton said of his father, who is now retired. “But, really, no one worked harder for the members than he did. He is where I got my integrity and tenacity from.”

Easton, whose IEC district includes Arizona, Arkansas, Louisiana, New Mexico, Oklahoma and Texas, served as a member of the Law Committee last year at the 39th International Convention in St. Louis, where he also nominated Christopher Erikson to be chairman of the IEC. He was a member of the Grievance and Appeals Committee at the 2011 convention in Vancouver.

After 16 years as business manager, and not one uncontested election, Easton said the invitation to join the IEC from International Stephenson was an unexpected honor.

“I have never been a guy to be really political. I have just always gotten along with people and tried to do my job,” Easton said. “I was asked if I would be interested and I said, ‘Is there even a question?’ I will always answer ‘Here I am’ whenever the IBEW calls.”

The IBEW wishes Brother Easton much success in his new position. ■

DECEASED

Louis M. Gauthier



The IBEW regrets to report that Louis M. Gauthier, former First District international representative, passed away Aug. 20. He was 86.

Born in Montreal, Brother Gauthier was initiated in 1966 into Montreal Local 2207 and transferred his membership the following year to Local 2142 (which then merged with Montreal Local 568). Gauthier worked as a temporary organizer on the Bell Canada organizing campaign during the mid-1960s, educating potential members on union-negotiated benefits including improved working conditions, higher wages, greater safety on the job and health insurance.

“He did very well,” said retired Vic-

“I enjoyed him as a personal friend as well as a colleague. He was a good man.”

— Local 230 member Jim Wolfgang

toria, B.C., Local 230 member Jim Wolfgang, who hired Gauthier for the campaign. “He was fluently bilingual and very well liked.”

He carried his telecommunications experience with him when he was assigned to the First District as an international representative in December of 1967, to service the telephone and other industrial units in Quebec. He served under then-Vice President William Ladyman. Gauthier remained in that position until his retirement in 1990.

Brother Gauthier also served as president of the housing committee on the Quebec Federation of Labour and was a member of several Canadian Federation of Labour committees, among them the Conversion to the Metric System.

Gauthier attended Montreal University and McGill University, earning a bachelor’s degree in industrial relations. Additionally, he was a member of Optimists International and Lions International clubs.

“I enjoyed him as a personal friend as well as a colleague,” Wolfgang said. “He was a good man.”

On behalf of the IBEW membership, the officers and staff send our heartfelt condolences to Brother Gauthier’s family and friends. ■

DECEASED

William ‘Bill’ Warchow



The IBEW is saddened to report the death of former First District International Representative Bill Warchow, who died in September after a

year-long battle with prostate cancer. He was 84.

Brother Warchow entered the trades as an electrician’s apprentice in 1949, earning just CA\$ 0.25 an hour at the outset of his career. In 1954, he was initiated into Ottawa Local 586, where he quickly rose through the ranks, serving in multiple offices from 1961 until he was elected business manager in 1968. Warchow held that position for six years before his appointment as international representative.

During his time as business manager, Warchow was instrumental in securing Ottawa’s first provincial pension for construction locals, an achievement that required as many as 12 strikes during the 1950s and 1960s. Reflecting on those sacrifices many years later, Brother Warchow recalled then-International President

Edwin D. Hill’s remarks to young members at the 2011 IBEW Convention in Vancouver:

“You all are drinking from a well you never had to dig, warming by a fire you never had to build,” Hill said, words that resonated with Warchow, who nearly lost his home during one strike that lasted 15 months.

As an international representative serving First District construction and maintenance locals, Brother Warchow sat for 23 years as labour representative on the Canadian Electrical Code committee and helped draft the Canada-wide reciprocal pension agreement that allowed retirement funds to follow IBEW members wherever they worked. He also served for nearly two decades on the General Presidents’ Maintenance Committee as the IBEW’s representative in Canada.

“He knew how to make people laugh, and he lived and breathed IBEW.”

— Jerry Wilson, a retired international representative and Local 804 member

It was his sense of humor and love for the IBEW that left a lasting impression on his colleagues.

Jerry Wilson, a retired international representative and member of Kitchener, Ontario, Local 804, remembered Warchow from time spent together while Bill was chairman of the First District construction caucus. After retiring, the two would often see one another during retiree club activities.

“You always looked forward to seeing Bill,” Wilson said. “He knew how to make people laugh, and he lived and breathed IBEW.”

Fellow First District international representative and Local 586 retiree Thomas McGreevy said, “Bill was loyal to the core and so proud of his work for this union. He was a mentor to me and a mentor to a lot of people over the years.”

It was Warchow’s service to the IBEW post-retirement that made an impression on Local 586 Business Manager John Bourke. “When Bill retired in 1997, I can’t say enough about the work he did with our retirees club. He brought it to life,” Bourke said, growing the group from five at the start to as many as 65 on some occasions.

Wilson said that even in his final year, when Warchow was sick, he was determined to attend the Brotherhood’s 39th International Convention in St. Louis. He had been to every convention since 1966, and died 10 days before the opening gavel on what would have been his 12th.

The officers, staff and membership of the IBEW extend our deepest condolences to Brother Warchow’s wife, Anne; his four children; 11 grandchildren; 1 great-grandchild and countless friends and colleagues. ■

DECEASED

Harrison West



We are saddened to announce the death of former International Representative Harrison West, who passed away in Sher-

wood, Ark., on July 26. He was 95.

Brother West was initiated into Little Rock Local 295 in 1942. He held various positions until being elected business manager in 1967.

He was named international representative in 1972 for what was then the Twelfth District, serving Arkansas and western Tennessee, until his retirement in 1987. (In 1998, the Twelfth District became the Tenth District, which includes Tennessee, Arkansas, and North and South Carolina.)

Brother West served as president of the Arkansas State Building and Construction Trades Council. He was a delegate to the 29th International Convention in Seattle in 1970, where he served on the Law Committee. He was a member of the Arkansas AFL-CIO’s executive committee.

Former Local 295 President Royce Stewart said West remained active in the local’s retirees club, despite fading eyesight in recent years. West was particularly moved when he was presented with his 70-year IBEW service pin in 2012 by local officials, Stewart said.

“He was proud to get that pin and that plaque,” he said.

“He contributed a lot of time to the IBEW. I don’t know of anyone who knew Harrison that didn’t like him.”

— Former Local 295 President Royce Stewart

Stewart said West did a good job as a business manager of keeping Local 295 strong in a right-to-work state.

“He contributed a lot of time to the IBEW,” said Stewart, who served as Local 295’s president for 32 years. “He was a friend. I don’t know of anyone who knew Harrison that didn’t like him.”

West was preceded in death by his wife Peggy and is survived by four daughters: Linda Henderson, Sandra Kindrick, Tracy Hammons and Ann Walker. He also is survived by eight grandchildren and five great-grandchildren.

On behalf of the entire IBEW membership and staff, the officers extend our deepest condolences to Brother West’s family and friends. ■

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THE FRONT LINE: POLITICS & JOBS

Now Hiring: New Life and New Jobs at Illinois Nuclear Plants

In the final days of 2016, Exelon posted 400 new job openings at the Clinton and Quad Cities nuclear stations. Just a week prior, those plants were facing early retirement.

"This is definitely a 180 from where we were," said Springfield, Ill., Local 51 Assistant Business Manager John Johnson. Local 51 represents employees at the Clinton station, where Exelon is currently hiring for 50 bargaining unit positions, a 20 percent increase in membership, Johnson said.

When Illinois Gov. Bruce Rauner signed the Future Energy Jobs Bill on Dec. 7, nuclear became valued as a clean energy source, akin to wind and solar, giving it a much-needed boost in the market. Without the bill, the plants had been unable to compete over the last seven years despite their high performance.

Downers Grove, Ill., Local 15 represents employees at the Quad Cities plant. Assistant Business Manager Bill Phillips says he hasn't heard yet how many jobs the local will get.

"Without a doubt, they'll fill a lot of positions," Phillips said. "That's good for the area."

Exelon plans to fast-track many of its capital projects, it said in a press release. The Quad Cities list includes a new venting system, computer upgrades and enhancements to the control room simulator, which is used to train reactor operators. At Clinton, there will be upgrades to the main generator, replacement of an auxiliary transformer and upgrades to a pump motor that controls water flow outside the reactor.

Some of that work will go to utility members at Local 15 and Local 51, but most will go to the building trades. For the Clinton projects, members of Decatur, Ill., Local 146 stand to benefit, though Business Manager Josh Sapp says it's too soon to say how much.

"We should know more in the new year, but it'll be good for us in any case," Sapp said. "Those jobs are really important, especially when the local is having a bad year."

In addition to the 400 jobs, which Exelon says will be permanent, there are also the 3,000-plus jobs that come up each year for refueling. Sapp says Local 146 usually sends about 100-200 people to Clinton for those outages. The next one is scheduled for 2017.

The jobs bill includes an education component, allotting \$1 million a year for nine years for job training. Some of that will go to apprenticeships and some to solar-related training, said Chicago Local 134 Business Manager Don Finn, who lobbied for inclusion of the education funding in the bill.

Local 134's training facility includes instruction on multiple types of green energy work, and will likely train many of the men and women who will build Illinois' wind farms and solar arrays, Finn



Illinois residents will benefit from new hiring at two nuclear plants that were previously slated to close, including the Quad Cities station, pictured. Photo credit: Exelon

said. The bill also provides funding for renewable projects.

Illinois gets almost half of its energy — and about 90 percent of its clean ener-

gy — from nuclear. It's also an incredibly efficient and reliable baseload energy source. Even during the most extreme weather conditions, nuclear routinely

operates above 90 percent capacity, according to Nuclear Matters.

"In terms of grid stability and clean energy benefits, nuclear is unmatched,"

said International President Lonnie R. Stephenson. "We can't move forward with our clean energy goals, and keep the lights on, without it." ■

CIRCUITS

'We're in a Union ... We Have All We Need': Why These Members Give Back

This crew of young, volunteer-oriented IBEW members is making their mark, one can of yams at a time.

"We want to be visible in the community," said Alexander Wilkins, head of Neptune, N.J., Local 1820's RENEW/NextGen chapter. "We're constantly looking for ways to be more active."

Chartered in April, the 35-and-younger members started with a food drive last Thanksgiving assisting 13 families. With help from Business Manager Jeffrey Bollermann and some family members, they purchased and delivered \$1,000 worth of boxes filled with turkeys, potatoes and all the ingredients for a dinner.

"Everyone was thankful and it's such an easy way to help," Wilkins said. "You don't know the stories of these families, their hardships or what they're going through, but delivering this one box makes a difference."

They plan to do it again next year, for twice the number of homes, and are looking at additional opportunities to partner with area shelters and food co-ops.

"We're lucky. We're in a union and we have all we need. This is a chance to give back and help where there is a need," Wilkins said.

The 500-plus members of Local 1820 work for utility company New Jersey Natural Gas and New Jersey Residential Services. The young workers group has about 20 members and is growing.

"This is just another example of members getting involved, and it's not a big local," said Third District Vice President Don Siegel. "It's what IBEW people do. We don't do it for the accolades. We do it because we're part of the community."

Chris Erickson Jr., co-chair of the Third District Youth Caucus, says volunteerism is among one of the most visible missions of the youth network. Members of Wilmington, Del., Local 313 have ongoing projects with a local SPCA and are currently helping a veteran's home.

Nearly two dozen members of Syracuse, N.Y., Local 1249 teamed up for a fundraiser called "Grow a Beard for Your Brother." For the month of November, no shaving was allowed and they raised \$3,000 for the National Sisterhood United for Journeymen Linemen, a nonprofit that assists fallen or injured IBEW members and their families.



Neptune, N.J., Local 1820 members Chris Thomas, left, and Rich Petersen deliver food to families for Thanksgiving as part of the local's RENEW/NextGen effort.

Trenton, N.J., Local 260 members annually host a Christmas event for children, complete with toys and a picture with Santa Claus. They have also sponsored a clothing drive with donations going to a local church.

RENEW/NextGen was created five years ago to cultivate the next generation of IBEW leaders. Today the IBEW boasts nearly 100 chartered committees.

"If we can get young people more involved in their community, they're more likely to get involved in their union, and politically," Siegel said. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in December 2016

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Gibbons, R. W.	10/26/16	43	Henry, K. L.	11/17/16	112	Scott, L. G.	10/30/16	271	Phillips, W. B.	8/5/16	545	Waller, R. L.	9/23/16	852	Mixon, D. G.	10/11/16
1	Newman, J. F.	10/17/16	45	Kaufman, R. H.	6/13/15	115	Gallagher, J. H.	11/22/16	271	Schuth, N. R.	5/4/16	553	Lee, W. C.	10/23/16	852	Watts, G. E.	10/11/16
1	Stempf, J. G.	11/11/16	46	Garon, P. P.	11/24/16	115	Hebert, R.	5/6/16	275	Bouman, G. E.	11/14/16	557	McGregor, R.	2/28/15	855	Rector, J. E.	10/26/16
3	Becker, B. T.	11/12/15	46	Jaques, D. L.	11/10/16	115	Smith, A. E.	11/7/16	275	Rake, T. L.	10/27/16	558	Campbell, C. O.	11/3/16	861	Irvin, R. V.	11/5/16
3	Colon, R. L.	11/15/16	46	Steed, S. D.	10/19/16	117	Siete, R. A.	10/17/16	278	Shrader, D. E.	11/22/16	558	Hargrove, D. C.	10/7/16	876	Alber, G. C.	10/24/16
3	Critelli, A. J.	10/30/16	46	Vizzare, J. J.	9/25/16	120	Raymond, K. N.	11/18/16	280	Graves, S. O.	9/2/16	558	Hester, J. D.	11/18/16	876	Aungst, F. E.	10/4/16
3	Durkin, E. J.	10/26/16	47	Pangburn, L. R.	9/4/16	124	Minor, B. G.	4/24/16	292	Hagen, E. J.	10/30/16	558	McGill, C. K.	10/5/16	876	Kline, K. S.	9/26/16
3	Fret, R.	10/16/16	48	Hafer, N. L.	10/5/16	126	Ivey, R. H.	9/7/16	292	Norring, E. T.	10/10/16	567	Libby, R. D.	10/8/16	906	Smith, G. A.	10/15/16
3	Gramling, W. J.	10/13/16	48	Pagel, K. C.	10/10/16	126	Kline, H. S.	8/31/16	295	McKellips, L. F.	10/24/16	569	Adams, T. D.	11/2/16	915	Fuselli, K. M.	11/5/16
3	Grasso, C. V.	10/18/16	48	Reinholt, F. W.	9/25/16	126	Watkins, M. W.	9/17/16	300	Vincelli, P.	11/14/16	569	Aeling, T. E.	8/14/16	915	Haskin, R. R.	9/10/16
3	Grella, P. A.	10/30/16	51	Kaufmann, L. H.	11/18/16	134	Bietsch, R.	10/24/16	304	Long, S. G.	11/28/16	569	Bennetts, R. C.	10/13/16	915	Scaglione, R. S.	11/6/16
3	Humphrey, W. G.	11/5/16	55	MacDonald, W. J.	10/23/16	134	Brauer, J. F.	3/30/16	305	Adams, J. C.	11/11/16	569	Oeppinger, F. J.	10/25/16	948	Studer, J. P.	9/11/16
3	Kamps, J. A.	11/2/16	56	Bevevino, M. R.	8/18/16	134	Elg, J. N.	10/29/16	305	Werst, D. R.	10/24/16	570	Forrester, R. L.	9/18/16	953	Fure, F. K.	8/4/16
3	Kremlicka, J. C.	10/22/16	57	Pearson, B. C.	8/24/16	134	Frank, C. S.	10/15/16	309	Wolters, L. G.	10/21/16	575	Latham, R. L.	10/7/16	968	Dotson, D. V.	7/27/16
3	Madden, C. J.	7/6/16	58	Dutts, J. A.	2/26/16	134	Greene, J. M.	11/3/16	313	Kachmar, W. D.	11/10/16	583	Berry, C. R.	11/9/16	968	Trimble, J. D.	9/19/16
3	Makris, N.	7/9/16	58	Kubany, D. J.	10/19/16	134	Hernandez, E.	10/22/16	317	Weaver, D. L.	10/27/16	595	Hicks, A. J.	9/6/16	972	Stephenson, D. J.	10/7/16
3	Malcomson, R. F.	10/28/16	58	Mason, W. G.	10/5/16	134	Koralewski, T. F.	6/24/16	319	Orth, C.	11/1/16	595	Lizotte, J.	10/6/16	993	Callander, W.	11/14/16
3	Moore, E. W.	6/30/16	58	Striegel, L. H.	9/27/16	134	Korb, L. E.	8/29/16	332	Schroeder, B. N.	8/21/16	605	Cannon, W. E.	10/19/16	993	Johnson, D. L.	11/21/16
3	Quinn, R. J.	11/27/16	58	Taylor, A. F.	11/11/16	134	LaBarbera, R. J.	10/22/16	332	Witrykus, J. B.	9/7/16	611	Dixon, A. A.	11/5/16	995	Carter, L. G.	9/26/16
3	Sager, T. D.	4/21/16	60	Belohlavek, J. C.	11/2/16	134	Link, L. J.	11/2/16	340	Evans, R. L.	9/19/16	611	King, R. R.	10/23/16	1003	Nelson, D.	8/13/16
3	Sesnewicz, J. H.	10/26/16	60	Teltschik, A. E.	3/4/15	134	Marshall, R. J.	10/26/16	340	Johnson, R. H.	10/11/16	611	Larue, L. H.	8/28/14	1077	Barnes, G. W.	3/4/16
3	Simoniello, P. J.	10/15/16	66	Beeson, B. L.	10/28/16	134	McDonald, W. L.	10/12/16	347	Belcher, R. K.	8/26/16	611	Simmons, D. L.	5/1/16	1141	Allred, W. B.	9/30/16
3	Sperduto, J. F.	11/9/16	66	Rodgers, M.	7/8/16	134	Muranyi, J. S.	10/20/16	347	Harkin, M. J.	11/23/16	611	Werner, F.	4/16/15	1141	Blackburn, R. L.	11/3/16
3	Trainor, J.	11/3/16	68	Johnson, P. G.	8/23/16	134	Pater, P. J.	10/10/16	349	Bowling, G. E.	11/3/16	613	Clark, H. M.	10/17/16	1141	Hansen, K. E.	10/22/16
3	Wexelbaum, M.	11/11/16	68	Peterson, S. R.	9/24/16	134	Picketts, O. W.	11/10/16	349	Miro, R. H.	9/18/16	613	Creel, E. E.	11/9/16	1245	Hughart, D. D.	9/27/16
5	Frampton, A. O.	10/23/16	68	Smith, J. J.	9/14/16	134	Rice, J. G.	8/15/16	349	Steele, H. M.	10/10/16	613	Headrick, K. E.	11/8/16	1249	Dence, L. D.	10/8/16
5	Stocker, F. W.	11/8/16	70	Hinkle, D. L.	10/3/16	134	Williams, J. G.	10/27/16	351	Doran, T. M.	11/2/16	613	Johnston, F. A.	10/28/16	1249	Pappa, J. E.	10/16/16
6	Lipps, T. F.	10/20/16	71	Bohn, J. H.	10/27/16	141	Didion, L. D.	10/31/16	353	James, D. E.	11/20/16	613	Pearson, A. L.	11/17/16	1253	Schuerman, F. F.	10/12/16
6	Murphy, J. S.	11/11/16	71	Pitzer, P. P.	11/10/16	143	Hawkins, G. L.	10/27/16	353	Williams, J.	10/8/16	617	Cissna, R. A.	8/16/16	1289	Brophy, G. P.	1/29/15
6	Neal, E. A.	10/25/16	73	Smith, L. G.	11/7/16	145	Baker, T. A.	11/9/16	354	Palmer, J. W.	11/15/16	640	Bodnicki, K. E.	10/2/16	1323	Gann, O. C.	10/27/16
7	Lafley, G. W.	10/10/16	76	Kinsey, K. W.	3/6/15	150	Herman, E. J.	11/6/16	354	Spangenberg, H. P.	10/13/16	640	Bones, R. L.	6/30/16	1340	Moore, C. C.	10/22/16
7	O'Connor, T. H.	10/12/16	77	Erickson, D. G.	10/6/16	150	West, B. S.	10/21/16	357	Radunz, A. R.	9/13/16	640	Orton, W. C.	11/1/16	1391	Berry, B. W.	10/13/16
8	Kippen, V. G.	10/4/16	77	Gates, F. B.	11/11/16	158	Blomquist, J. F.	9/1/16	369	Kinney, F. E.	10/22/16	650	Martindale, M. L.	12/18/14	1393	England, J. F.	10/22/16
9	Antonson, E. N.	11/12/16	77	Hartbarger, R. E.	11/5/16	158	Paluch, S. A.	10/16/16	369	Watson, K. J.	10/30/16	654	Osborne, C. O.	10/21/16	1393	Wagner, T. D.	10/25/16
9	Eastman, N. J.	7/4/16	77	Paul, B.	9/21/16	163	Rowski, G. P.	8/16/16	387	Bass, H. W.	5/29/16	659	Williams, R. L.	11/14/16	1393	Young, G. R.	10/30/16
9	Goss, J. D.	10/21/16	77	Shoff, E. I.	10/25/16	164	Bramlett, J. E.	10/31/16	400	Gogol, J. S.	10/30/16	665	Taylor, G. C.	8/5/16	1426	Fee, P. W.	9/15/16
11	Fingold, S.	10/22/16	77	Skipper, J. M.	10/27/16	164	Bufano, M. P.	3/6/16	413	Bushnell, D.	10/14/16	666	Flowers, D. S.	11/3/16	1547	Eagle, O. P.	10/13/16
11	Lickfelt, T. R.	9/19/16	80	Harrell, G. M.	9/23/16	164	Nichols, T. R.	1/29/11	424	Allan, J.	8/25/16	666	Vaden, J. G.	11/11/16	1547	Harper, H. L.	6/12/14
11	Miller, J.	3/23/16	80	Shepherd, M. J.	9/30/16	164	Paredes, M. A.	6/18/16	424	Gauthier, M. A.	10/15/16	676	McKinley, W. R.	7/15/16	1547	Huston, S. L.	11/16/16
11	O'Brien, G. J.	10/8/16	90	Flanagan, J. F.	10/29/16	164	Ratz, S. R.	10/24/16	424	Kirkham, D. W.	11/6/16	676	Thompson, D. E.	11/13/16	1547	Ramras, D.	9/15/16
11	Patten, A. T.	10/27/16	90	Hoy, E. H.	10/22/16	164	Slieker, C.	10/28/16	424	Knezevich, G.	10/21/16	683	Helwagen, R. L.	11/10/16	1620	Barnes, J.	7/5/16
11	Shafer, R.	10/4/16	96	Dwelly, R. C.	10/26/16	175	Akins, E.	11/27/16	424	Legroulx, F. J.	10/7/16	683	Miller, M. C.	5/18/15	1710	Perez, H. L.	9/22/16
11	Smith, O. R.	4/16/16	96	Wattu, D. G.	10/19/16	175	Bradford, H.	10/18/16	428	Dewitt, D. D.	8/6/16	683	Schellhaas, J. L.	11/11/16	1759	Zimmerschied, R. R.	8/28/16
11	Stricklin, F. M.	9/24/14	98	Agren, R. C.	7/24/16	175	Teems, V. M.	10/29/16	428	Redman, D. R.	9/9/15	683	Temple, E. L.	10/15/16	2085	Wiens, B. C.	7/5/14
12	Ure, L. J.	10/22/16	98	DeSalvatore, W. J.	11/14/16	176	Chlebanowski, R. J.	10/20/16	429	Epley, J. N.	10/26/16	692	Harris, R. W.	10/31/16	2286	Stricklin, A. L.	10/29/16
13	Korell, K. D.	10/2/16	98	Gillen, W. L.	11/22/16	177	Harper, E. M.	10/15/16	440	Gallegos, G. L.	8/28/16	697	Cook, F. A.	11/11/16	2295	Musingo, A.	8/13/16
16	O'Brien, M. T.	10/7/16	98	Hanley, R. P.	10/18/16	177	Hrabal, K. J.	10/5/16	441	Huffman, C. W.	10/17/16	697	Ehresman, R. C.	10/15/16	I.O. (5)	Carter, B.	9/12/16
17	Richards, J. J.	10/16/16	98	Kulp, C. R.	10/30/16	193	Neece, J. P.	11/18/16	441	Roderick, J. E.	9/11/16	697	Shanta, P. A.	11/15/16	I.O. (5)	Veatch, J. M.	11/15/16
18	Atkins, R.	10/13/16	100	Lowe, D. E.	10/22/16	194	Cyr, D. R.	11/7/16	446	Copeland, M. L.	9/12/16	712	McKee, T. W.	10/24/16	I.O. (607)	Belfanti, R. E.	10/29/16
18	Morrell, L. A.	11/2/13	102	Lyons, L. T.	10/11/14	194	Wright, F. P.	10/8/16	466	Simpson, C. F.	10/29/16	714	Huey, R. J.	10/22/16	Pens. (2022)	Detherage, W. T.	10/16/16
20	Penson, M. D.	11/12/16	102	Mattison, R. C.	11/1/16	196	Bindenagel, S. J.	11/5/16	474	Jones, P. D.	9/7/16	716	Bridges, D. W.	1/3/15			
21	Norman, H.	10/26/16	102	O'Rourke, R. R.	10/31/16	210	Hughes, W. M.	11/24/16	477	Boyle, C. W.	9/6/16	716	Stone, R. C.	10/8/16	Pens. (I.O.)	Adams, D. S.	10/26/16
24	Herget, G. C.	10/21/16	103	Brady, B. J.	1/6/11	212	Day, V. G.	10/13/16	477	Miller, S. C.	7/29/16	716	Tyson, B. B.	10/2/16	Pens. (I.O.)	Beaudoin, H. R.	10/15/16
24	Vail, P. T.	7/28/16	103	Carter, D. F.	11/16/16	213	Booth, D. A.	10/29/16	477	Rank, H. G.	9/20/15	716	Whitmire, J. V.	10/18/16	Pens. (I.O.)	Conklin, R. C.	10/1/16
25	Krause, E. F.	11/22/16	103	Foley, E. M.	5/1/16	213	Fedyk, M. N.	9/24/16	481	Campbell, K. E.	10/8/16	725	Switzer, D. L.	10/3/16	Pens. (I.O.)	Gehring, J. C.	10/27/16
25	Randazzo, P.	11/7/16	103	Lombardo, K. S.	10/30/16	222	Dubberly, A. J.	10/28/16	481	Clemmer, W. W.	10/29/16	728	Manners, G. E.	9/5/16	Pens. (I.O.)	Grobe, L. V.	11/15/16
25	Schwab, W. J.	9/10/16	104	Dechene, E. W.	10/17/16	223	Hayden, C. B.	10/28/16	481	Imel, P. A.	11/1/16	728	Meleski, J. D.	11/19/16	Pens. (I.O.)	Hall, R. O.	10/13/16
25	Wright, R. H.	8/11/16	104	Smith, R. C.	10/28/16	223	Neto, A. G.	10/26/16	481	Pitcher, S. M.	11/4/16	728	Rachlin, B. N.	10/1/16	Pens. (I.O.)	Lamont, R. D.	10/19/16
26	Anderson, D. M.	8/27/11	105	Boyce, G. M.	11/4/16	226	Hess, R. J.	10/30/16	481	Sewell, D. A.	7/4/16	743	Douts, C. E.	11/2/16	Pens. (I.O.)	Lounsbury, E. T.	10/30/16
26	Bayliff, C. O.	11/3/16	105	David, J. L.	10/27/16	230	Scott, G. W.	10/2/16	483	Warner, E. H.	11/6/16	756	Stellitano, J. C.	11/9/16	Pens. (I.O.)	MacDonald, W.	6/11/16
26	Costello, J. J.	1/15/16	105	O'Connor, G.	11/5/16	233	Burger, O. E.	9/28/16	494	Lehman, A. N.	11/15/16	760	Strevel, T. M.	8/18/16	Pens. (I.O.)	McMillan, L. D.	5/1/16
26	Keaveney, J. F.	10/25/16	105	Welwood, B. L.	1/27/16	236	Jennings, M. J.	11/2/16	494	Ogan, G. J.	10/7/16	760	Swanson, C. G.	10/26/16	Pens. (I.O.)	McNabb, T. N.	10/24/16
26	Rutherford, W. M.	10/30/16	108	Roberts, C. E.	10/23/16	236	Synakowski, L. G.	11/8/16	494	Rasmussen, G. L.	8/23/16	768	Criger, D. E.	11/13/16	Pens. (I.O.)	Price, J.	9/28/14
38	Grubbs, J. B.	10/28/16	109	Harp, C. J.	7/28/14	236	Vadnais, R.	12/1/15									

Summary Plan Description for The IBEW Pension Benefit Fund

REVISED DECEMBER 2016



TRUST FOR THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS' PENSION BENEFIT FUND

900 Seventh Street, NW • Washington, DC 20001 • 202.833.7000

Lonnie R. Stephenson
Trustee

Sam J. Chilia
Trustee

December 6, 2016

To: All "A" Members of the IBEW

Dear Sisters and Brothers:

In September 2016, the delegates of the 39th IBEW International Convention approved changes to the IBEW Pension Benefit Fund (PBF). This Summary Plan Description for the PBF outlines the benefits which will be provided for those who retire, become disabled, are approved for a vested pension, or are eligible for a death benefit from the PBF. The monthly PBF contribution rates will be \$18.00, effective January 1, 2017, and \$19.00, effective January 1, 2019. These increases will permit the PBF to continue its mission of providing pension and death benefits to IBEW members and their named beneficiaries.

We urge you to familiarize yourself with the provisions of the PBF and to retain a copy of this Summary Plan Description with your records. Further information regarding the PBF can be found at www.IBEW.org/links, including duplicate 1099 forms, pension applications and calculations, Article XI of the *IBEW Constitution*, Rules and Regulations and Frequently Asked Questions. Additionally, you may email the pension department directly at pension@ibew.org. Please include your full name, local union and card number with all inquiries.

Fraternally yours,

Lonnie R. Stephenson
International President

Salvatore (Sam) J. Chilia
International Secretary-Treasurer

Summary Plan Description for The IBEW Pension Benefit Fund

REVISED DECEMBER 2016

NOTICE

The Employee Retirement Income Security Act of 1974 (ERISA) provides that all pension plans should make available to their participants and beneficiaries a Summary Plan Description written in language calculated to be understood by the average participant or beneficiary. The International Brotherhood of Electrical Workers Pension Benefit Fund Summary Plan Description follows.

The International Brotherhood of Electrical Workers is the sponsor of the IBEW Pension Benefit Fund (IBEW PBF), established in the IBEW Constitution. The IBEW is located at 900 Seventh Street, NW, Washington, D.C. 20001. The Employer Identification Number of the IBEW is 530088380. The plan number assigned by the IBEW to the IBEW PBF is 001. June 30 is the end of the Plan's fiscal year for the purposes of maintaining the Plan's fiscal records. The IBEW PBF is a defined benefit plan.

The Plan Administrator is the International Secretary-Treasurer (I.S.T.) of the IBEW, currently Salvatore (Sam) J. Chilia, who can be reached by mail at 900 Seventh Street, NW, Washington, D.C. 20001, or by telephone at (202) 833-7000. Should you have some legal process to serve, the agent for service of legal process is Salvatore (Sam) J. Chilia, the Plan Administrator. The Plan trustees, identified later, may also be served, as well as the attorneys at Potts-Dupre, Hawkins & Kramer, located at 900 Seventh Street, NW, Suite 1020, Washington, D.C. 20001.

Active "A" membership in the IBEW is required for participation in the Plan. Any member of the IBEW may elect "A" membership by agreeing to pay the appropriate per capita dues and payments to the IBEW PBF. The IBEW Constitution provides that for 2017, each "A" member shall pay \$36.00 per month, broken down as follows:

\$18.00 into the General Fund

\$18.00 into the Pension Benefit Fund

As noted above, the \$18.00 payment required by the IBEW Constitution is the source of contributions to the IBEW PBF. The delegates at the 39th International Convention of the IBEW approved a subsequent increase in payments to the IBEW PBF as follows:

\$19.00 on January 1, 2019

In addition, they approved a subsequent increase to the per capita dues payable to the IBEW General Fund as follows:

\$ 19.00 on January 1, 2018

\$ 20.00 on January 1, 2020

In addition to the above payments, the IBEW Constitution requires that each "A" member shall pay two dollars (\$2.00) upon joining the IBEW to the IBEW PBF.

The kinds of benefits payable by the Plan, the basic requirements for eligibility, and conditions relating to ineligibility under the Plan are summarized below:

Benefits of "A" members in active participation on or after January 1, 2007.

- 1. Normal Pension.** An "A" member of the IBEW in continuous good standing with five (5) or more years immediately preceding his or her application, who has attained the age of sixty-five (65) years, shall receive pension benefits computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership. If a member's benefit will be \$30.00 or less, the member shall receive a one-time lump sum payment that will be the actuarial equivalent of the benefit otherwise payable.
- 2. Optional Early Retirement Pension.** An "A" member of the IBEW in continuous good standing with twenty (20) or more years immediately preceding his or her application, who has attained the age of sixty-two (62) years, may elect to receive reduced pension benefits as long as he or she lives, computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership, reduced by six and two-thirds percent (6 2/3%) for each year or part thereof the said "A" member was under the age of sixty-five (65) at the date of his or her retirement. The election of this option must be made on a form prescribed by the I.S.T. and will

become effective on the date he or she is placed on pension. The election of this option shall be irrevocable. If a member's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.

- 3. Disability Pension.** An "A" member of the IBEW who is totally disabled on or after January 1, 2007 and who has continuous good standing of twenty (20) or more years immediately preceding his or her application shall receive disability pension benefits, computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership. If a member was totally disabled prior to or on December 31, 2006, the member's benefits will be based on rates that were in effect at the time of the disability. For members who return to work for a period of time, and whose disability subsequently recommences, if the International Executive Council (I.E.C.) determines that total disability has recommenced within a period less than nine (9) months after the end of the prior period of disability, the disability pensioner need not reapply for benefits, but may resume disability retirement upon written notice to the I.S.T. However, if the period of time is more than nine (9) months after the end of the prior period of disability, the member who seeks reinstatement to total disability pension benefits shall submit an application in accordance with the disability procedures below. For purposes of the Disability Pension, the Optional Spouse's Benefit, discussed immediately below, shall be paid to the surviving spouse only if the "A" member was receiving the Disability Pension at the time of his death or within the nine (9) months after the end of a prior period of disability.
- 4. Optional Spouse's Benefit.** Each "A" member retired under a normal, early, or disability pension may, in lieu of the payment of pension as outlined above, elect to receive a reduced pension as long as he or she lives, with the provision that after his or her death one-half (1/2) of such reduced pension shall continue to be paid to his or her spouse thereafter as long as such spouse survives him or her. The amount of such reduced pension payable under this election shall be actuarially equivalent to the pension otherwise payable. This election is effective on the date the member is placed on pension and shall be irrevocable, except in the event the member and the member's spouse are subsequently divorced or in the event the member's spouse subsequently predeceases the member, in which case the benefit payable to the member shall be recalculated and shall be equal to the unreduced benefit that would have been provided under a normal, early retirement, or disability pension, as the case may be. This recalculated benefit shall commence as of the last day of the month next following either the date of the divorce or the death of the spouse. If the spouse's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.
- 5. Vested Pension.** An "A" member who has completed twenty (20) or more years of "A" membership in continuous good standing and who ceases being engaged in the electrical industry prior to the attainment of age sixty-five (65) shall, if an application is filed and approved after December 31, 2006, obtain a vested right to pension benefits, but not disability pension benefits or death benefits. This vested right will entitle him or her to receive, commencing at age sixty-five (65), pension benefits computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership, less four dollars and fifty cents (\$4.50) per month for each year or part thereof of said "A" member was under the age of sixty-five (65) at the date his or her application was received. The applicant for vested pension rights must maintain his or her continuous good standing as an "A" member until the date of approval of his or her application by the I.E.C., and shall, in the event of such approval, receive a full refund of I.O. dues from the month

following receipt of his or her application. The period following the receipt of such application shall not be counted in computing the amount of vested pension rights. If a vested pensioner's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.

It should be emphasized that twenty (20) or more years of continuous good standing, alone, does not secure a vested pension. The conditions on ceasing to be engaged in the electrical industry and making a timely (i.e. while still maintaining continuous good standing) application must be satisfied. For example, a person with twenty (20) or more years of continuous good standing who works in the electrical industry without maintaining membership loses any claim to a vested benefit. Likewise, a person with twenty (20) or more years of continuous good standing who resigns, is properly expelled from the union, or is automatically dropped from membership for a failure to stay current with dues and/or assessments, forfeits all claim to a vested benefit.

- 6. Death Benefits.** Upon the death of an "A" member a death benefit shall be payable as follows:

(a) Benefit Level. Upon the death, on or after January 1, 2007, of a non-retired "A" member who then has at least six (6) months continuous and active good standing, the beneficiary to receive the death benefits payable under this paragraph shall be paid the sum of six thousand two hundred fifty dollars (\$6,250.00) if the said "A" member died from natural causes, or the sum of twelve thousand five hundred dollars (\$12,500.00) if the said "A" member died by accidental means. However, no death benefit shall be payable upon the death of a non-retired "A" member if such member was more than two (2) months in arrears in dues payments, unless it can be demonstrated that the arrearage was not the fault of the member, in which case the death benefit shall be reduced by the amount of the arrearage. Upon the death from either natural causes or accidental means of an "A" member on or after January 1, 2007, who is retired under a normal, early retirement, or disability pension, the beneficiary to receive the death benefits shall be paid a sum computed by subtracting from six thousand two hundred fifty dollars (\$6,250.00) all pension benefits paid by the IBEW PBF to the retired member. However, in no event shall the amount of the death benefit due as a result of the death of an "A" member retired under a normal, early retirement, or disability pension, be less than three thousand dollars (\$3,000.00), except as provided in section (c) below. All death benefits payable under this provision are payable without interest.

(b) Beneficiaries. "A" members may name a beneficiary or beneficiaries to receive the death benefit. If a member fails to name any beneficiaries, or if the named beneficiary has pre-deceased or is otherwise not able to accept the benefit, the death benefit shall be payable to the following individual(s) in the indicated order of priority: 1) member's spouse; 2) member's children; 3) member's parents; and 4) member's estate. Every "A" member shall have the right to name the person or persons, including the member's estate, who are to be the member's beneficiary or beneficiaries under the death benefit provisions of the IBEW PBF. Every member shall have the privilege of changing beneficiaries. If the beneficiary entitled to the death benefit (either the beneficiary named by the "A" member or the individual(s) in the indicated order of priority stated above) cannot be located or does not file a claim for the death benefit within ninety (90) days after the date of death, the death benefit may be paid to a contingent beneficiary or in the indicated order of priority stated above. If no valid claim is filed, no appropriate beneficiary can be located, and the member has no estate to which the benefit can be paid, the death benefit shall revert to the IBEW PBF on the second year anniversary of the member's death and no benefit will be paid subsequent to the reversion.

(c) Set Off of Death Benefit. If the IBEW PBF has sent pension checks payable to the deceased member after the member's death as a result of a failure to notify the Fund of the death of the member, and the recipient of those pension checks has not returned them to

the Fund, but retained the pension money, the Fund may set off from the death benefit, and refuse to pay to any beneficiary, the amount equal to the total amount of the pension overpayment. If the overpayment is less than the amount of the death benefit, the amount of the overpayment is subtracted from the amount of the death benefit payable, and the deceased member's beneficiary will receive the difference. If the overpayment is greater than the amount of the death benefit payable, the death benefit payable is subtracted from the amount of the overpayment due and the Fund is fully authorized to recover whatever additional amounts are owed.

Benefits of "A" members who have retired, become disabled, were approved for a vested pension, and/or died on or before December 31, 2006: The pension benefits of an "A" member of the IBEW who retired from the electrical industry and was placed on the pension rolls on or before December 31, 2006, shall be governed by the rules in effect as of the date he or she was placed on the pension rolls. The disability benefits of an "A" member who became disabled on or before December 31, 2006, shall be governed by the rules in effect at the time of the disability. The vested pension of an "A" member who was approved for a vested pension on or before December 31, 2006, shall be governed by the rules in effect on the date he or she was approved for a vested pension. The death benefits of an "A" member of the IBEW, who has died on or before December 31, 2006, shall be governed by the rules in effect as of the date of his or her death.

Benefits can be waived or lost under certain circumstances. Any member who desires to waive any portion of his or her pension, either monthly or yearly, may do so by notifying the I.S.T. Any portion of the pension so waived will not be returned to the pensioner at a later date. Further, any member who transfers from "A" membership status to "BA" membership status or who is dropped from membership after six (6) months' delinquency in dues payments or who has accepted honorary withdrawal card status shall not be considered in good standing for purposes of determining eligibility for or in computing benefits.

It is a condition for admission to pension benefits, including vested pension right and the continuation thereof, that the member shall not perform any work of any kind coming under the IBEW's jurisdiction either for compensation or gratis for anyone, except that a member may work as an instructor in an IBEW recognized apprenticeship program, or as an electrical inspector for a governmental authority where electrical inspectors are not covered by an approved IBEW collective bargaining agreement.

An IBEW retiree shall be permitted to attend L.U. meetings and, with the L.U.'s approval, have a voice at such meetings, but shall not have a vote. He or she shall observe his or her obligation of membership and show due obedience to IBEW laws and the bylaws of its L.U. No member, pensioner or beneficiary shall have the right to assign, transfer, sell, mortgage, encumber or pledge any pension or death benefits. Any such action shall be void and of no effect whatsoever. So that such benefits shall not in any way be subject to any legal process, execution, attachment or garnishment or be used for the payment of any claim against any member, pensioner, or beneficiary, or be subject to the jurisdiction of any bankruptcy court or insolvency proceedings by operation of law or otherwise, the I.E.C. shall have the right to postpone any payment under this Plan to a pensioner or beneficiary. Any member violating any of the provisions of the IBEW Constitution's Articles describing the Plan, or any member aiding or abetting a member to do so, after investigation by the I.E.C. and being found guilty, may be permanently barred from ever participating in these benefits, and may be suspended, expelled, or assessed as the I.E.C. may decide.

Years of membership for the purposes of determining the years of service for eligibility for a benefit are determined by IBEW records of dues payment. Credit for a year of service is given only for full years. Moreover, the period of membership used in determining eligibility or in computing benefits shall include only consecutive years of "A" membership in good standing in the IBEW at the time an application is requested, except that years of membership when on pension or disability shall not be counted.

1. Applications for all pension benefits are online at www.ibew.org or available at the local union office.

2. Participating withdrawal card members will exchange their applications directly with the I.O.
3. Upon receipt of the member's correctly completed application, the Financial Secretary of the local union shall report on it at the local union meeting and shall then forward the properly signed and sealed application to the I.S.T.
4. The I.S.T. shall review and make determinations upon all such applications. Those that appear to be in order shall be placed on the pension benefit roll. The I.S.T. shall report his or her action on each application to the I.E.C. at its next meeting.
5. Any member, on being notified that he or she is entitled to such benefits or rights, shall pay his or her per capita tax for the current month in his or her local union. These members will be placed on the pension roll the first of the month following favorable action by the I.S.T. or the I.E.C. and after they have paid their dues in full to their local unions.

Procedures:

(a) Pension Benefits other than Disability:

If the I.S.T. determines that an individual who has claimed a right to receive benefits under the Plan is not entitled to receive all or any part of the benefits claimed, the I.S.T. will inform the claimant of the determination in writing and explain the reasons in layman's terms with specific references to pertinent Plan provisions on which the determination is based. The determination notice will also include a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary. Finally, the notice will provide a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under ERISA Section 502(a) following an adverse benefit determination. The I.S.T. will notify the claimant of his or her initial determination within ninety (90) days after receipt of the fully filled out claim by the I.S.T., unless special circumstances require an extension of time for processing the claim, in which case the I.S.T. will notify the claimant, in writing, of such special circumstances and will act within one hundred eighty (180) days after receipt. If an extension of time is required, an extension notice will be sent to the claimant. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the benefit determination.

The appeal procedure is as follows: The claimant, or a designated representative, may within sixty (60) days after receipt of the notification of the I.S.T.'s denial, submit to the I.E.C. a written request for review. At that time, the claimant, or the designated representative, will be given the opportunity to submit written comments, documents, records and other information relating to the claim for benefits. The claimant will also be provided, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant to the claimant's claim for benefits. The I.S.T. will furnish all records and data on these applications to the I.E.C.

The decision on appeal will be made at the I.E.C.'s next regularly scheduled meeting. If the next regularly scheduled meeting is within thirty (30) days receipt of the request for review, the decision may be made at the second regularly scheduled meeting of the I.E.C. following the receipt of the request for review. If special circumstances require a further extension of time, a benefit determination shall be rendered not later than the third regularly scheduled meeting of the I.E.C. If such extension of time is required, the I.E.C. will provide the claimant with written notice of the extension, describing the special circumstances and the date as of which the determination will be made. The I.E.C. will render its final decision in writing within five (5) days of the determination. If there is an adverse benefit determination on review, the I.E.C. shall provide the reasons and reference the Plan's provisions on which the adverse benefit determination is based. In such event, the claimant is also entitled to receive, upon request and free of charge, reasonable access to and copies of all

documents, records, and other information relevant to the claimant's claim for benefits, and will be notified that he or she has the right to bring a civil action under ERISA Section 502(a).

(b) Disability Pension Benefits Only:

The I.S.T. will notify the claimant of his or her determination of the initial claim within forty-five (45) days after receipt by the I.S.T. of the fully filled-out claim, unless the I.S.T. determines that an extension is necessary due to matters beyond his or her control and notifies the claimant, within the original forty-five (45) day period, that the I.S.T. will require an additional thirty (30) days and will act within seventy-five (75) days after receipt of the claim. The determination period may be re-extended for a further thirty (30) days, if circumstances arise, for a possible determination period of one hundred five (105) days.

If extensions are required, extension notice(s) will be sent to the claimant. The extension notice shall explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues. If further information is required from the claimant, the claimant shall be afforded at least forty-five (45) days within which to provide the specified information.

If an adverse benefit determination is made, a determination notice will be sent and will explain in layman's terms, the reasons for the determination, with specific references to pertinent Plan provisions on which the determination is based. The determination notice will also include a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary. Finally, the notice will provide a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under ERISA Section 502(a) following an adverse benefit determination.

The appeal procedure is as follows: If the I.S.T. determines that an individual who has claimed a right to receive benefits under the Plan is not entitled to receive all or any part of the benefits claimed, the claimant, or a designated representative may, within one hundred eighty (180) days after receipt of the I.S.T.'s denial, submit to the I.E.C. a written request for review. At that time, the claimant will be given the opportunity to submit written comments, documents, records and other information relating to the claim for benefits. The claimant will also be provided, upon request and free of charge, reasonable access to and copies of all documents, records and other information relevant to the claimant's claim for benefits.

The I.E.C. will notify a claimant of the benefit determination on review within forty-five (45) days of receipt of the claimant's request for review by the Plan, unless the I.E.C. determines that special circumstances require an extension of time for processing the claim. In no event shall such extension of time exceed a period of forty-five (45) days from the end of the initial period. If the I.E.C. determines that an extension of time for processing is required, written notice of the extension shall be furnished to the claimant prior to the end of the initial forty-five (45) day period. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the plan expects to render the determination on review. If there is an adverse benefit determination on review, the I.E.C. shall provide the reasons and reference the Plan's provisions on which the adverse benefit determination is based. In such event, the claimant is also entitled to receive, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant to the claimant's claim for benefits, and will be notified that he or she has the right to bring a civil action under ERISA Section 502(a).

(c) Death Benefits:

Upon the death of a member eligible for the death benefit, those claiming death benefits shall present to the L.U. a copy of an official death certificate or a certificate of facts concerning the death from a reputable physician or proper authorities located in the city or town where such death occurred or nearest to it, and it shall then

be forwarded by the L.U. Financial Secretary to the I.S.T. with all papers required. If a claim by the beneficiary is not received by the I.S.T. within 90 days following the date of the member's death, the death benefit may be paid to the next eligible beneficiary. In case of application for accidental death benefits, the I.S.T. may require such additional information in support of the claim as may be deemed necessary and the I.S.T. shall have the authority to render a final determination on a claim for death benefits.

(d) Return to Trade:

If a member on pension returns to work in the electrical industry, other than as an instructor or Electrical Inspector as discussed in Section 6(d) of the IBEW Constitution, the member must resume payment of dues and, through his L.U., notify the I.S.T. to cease paying the monthly pension benefit.

If a member fails to pay dues or notify the I.S.T. upon resumption of such employment and a written and signed allegation has been submitted to the IBEW that the retired member has returned to such employment, the following procedure shall apply:

1. Upon receipt of the written and signed allegation, the I.P. will send a letter to the I.V.P. asking for an I.R. to conduct an investigation and hearing. The I.R. should complete the investigation and hearing as soon as possible and send his or her report to the I.E.C., with a copy to the I.P. and I.S.T. through case flow;
2. The I.E.C. will decide whether to suspend payments or not at the next scheduled I.E.C. meeting; and
3. A letter shall be sent to the member informing him or her of the I.E.C.'s decision. If the decision is to suspend benefit payments or take any other action, the I.E.C. will inform the member of such final and binding action.

Notwithstanding the above, at any point where it is apparent to the I.S.T. that the member is working in prohibited employment, the I.S.T. may immediately suspend the member's benefit payments and inform the member that he or she has a right to appeal to the I.E.C. For example, if the I.S.T. learns that a member has returned to National Electrical Benefit Fund covered employment while still receiving an IBEW PBF benefit, the member's benefit payments may be immediately suspended, with a right to appeal to the I.E.C. If the suspension occurs before an investigation and hearing, the member will be entitled to request an investigation and hearing as part of his or her appeal. If the suspension occurs after an investigation and hearing, the member may file a written appeal to the I.E.C.

The IBEW PBF is a union dues financed plan covering "A" members of the Brotherhood. The assets of the Plan are held by the Trust for the IBEW PBF. The trustees of the Plan are the International President, International Secretary-Treasurer, and members of the International Executive Council of the IBEW. Their current names and addresses are as follows:

Lonnie R. Stephenson	900 Seventh Street, N.W. Washington, D.C. 20001
Salvatore (Sam) J. Chilia	900 Seventh Street, N.W. Washington, D.C. 20001
Christopher Erikson	c/o IBEW Local Union 3 158-11 Harry Van Arsdale Jr. Avenue Flushing, NY 11365
Joseph P. Calabro	c/o IBEW Local Union 1158 1149 Bloomfield Avenue Clifton, NJ 07012
Myles J. Calvey	c/o IBEW Local Union 2222 1137 Washington Street Suite 2 Dorchester, MA 02124
James D. Burgham	c/o IBEW Local Union 64 350 E Western Reserve Rd. Youngstown, OH 44514

William W. Riley
**c/o IBEW Local Union 349
1657 NW Seventeenth Avenue
Miami, FL 33125**

Michael D. Walter
**c/o IBEW Local Union 1439
2121-59th Street
St. Louis, MO 63110**

John E. Easton, Jr.
**c/o IBEW Local Union 716
1475 N Loop W
Houston, TX 77008**

Patrick Lavin
**c/o IBEW Local Union 47
600 N. Diamond Bar Blvd.
Diamond Bar, CA 91765**

Ross Galbraith
**c/o IBEW Local Union 37
138 Neill Street
Fredericton, NB E3A 2Z6
Canada**

The I.E.C. is granted discretionary authority to define the terms used in Article XI of the Constitution and to make final and binding interpretations of the constitutional provisions and the Plan documents. The I.E.C. is also granted discretionary authority to determine eligibility for benefits. The decisions of the I.E.C. shall be final and binding on all questions arising under the Constitution or the Plan documents, including cases of eligibility for and computation of the amount of benefits, except that the authority to require additional information in support of a death benefit determination and to render the final determination is delegated to the International Secretary-Treasurer. No benefits are authorized other than those expressly stated in the IBEW Constitution and the Plan documents.

Members on participating withdrawal cards who have maintained their continuous good standing in the IBEW and who make application for pension benefits, shall be governed and their applications handled in the same manner as active members of L.U.s, except that notice of application shall be given to the L.U. that issued the withdrawal card to the member. Members on honorary withdrawal card status shall not be entitled to a pension or death benefit under Article XI of the IBEW Constitution.

The IBEW PBF is regulated, in certain respects, by ERISA. Basically, the Plan is subject to the reporting and disclosure, the fiduciary, and the administration and enforcement provisions of ERISA (ERISA Title I, Parts 1, 4, and 5). The Plan is not covered by the insurance protection of the Pension Benefit Guaranty Corporation created by ERISA. This is because ERISA contains an exemption from the insurance provision of the law (ERISA Title IV) for plans to which there are no employer contributions. Thus, plans funded by union dues are not covered. In addition, ERISA contains exemptions from the participation, vesting and funding requirements (ERISA Title I, Parts 2 and 3) for union dues financed plans.

In particular, as a participant in the Plan you are entitled to certain rights and protections under the ERISA. ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan And Benefits

Examine, without charge, at the plan administrator's office and at other specified locations, such as union halls, all documents governing the plan, including the IBEW Constitution, the Summary Plan Description, the Rules and Regulations, and the Questions and Answers adopted by the I.E.C., and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the plan administrator, copies of documents governing the operation of the Plan, copies of the latest annual report (Form 5500 Series), and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65), assuming you maintain good standing; and if so, what your benefits would be at normal retirement age if you cease membership now and apply for and are approved for a vested pension. If you do not have a right to a pension, the statement will tell you how many more years of membership you need to obtain a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The plan must provide the statement free of charge.

Participants and beneficiaries can obtain, without charge, a copy of procedures governing Qualified Domestic Relations Order (QDRO) determinations.

Prudent Actions By Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you, force you to drop your "A" membership, or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within thirty (30) days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to one hundred and ten dollars (\$110) a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court. If it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance With Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefit Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefit Security Administration.

Please note that this summary plan description is not a legal document to be relied upon as a source of rights or benefits. It is designed only to give notice and serve as an information device. The statements with legal significance concerning the IBEW PBF are the IBEW Constitution and the appropriate Rules and Regulations for the Plan adopted by the I.E.C.

LOCAL LINES

Training Center

L.U. 2 (catv,lctt,o,t&u), ST. LOUIS, MO — IBEW Local 2 has our own training center located off Interstate 44 in Saint Clair, MO. It was built in May of 2010. We have apprenticeships through our partners at Missouri Valley Line Constructors Apprenticeship & Training Program. This partnership includes other IBEW locals and contractors in the states of Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska, Iowa and Missouri. Two apprenticeships offered at our training center are the Traffic Signal Technician Program and the Lineman Program. We also offer upgrade training for all our members, such as Confined Space, Crane Certification, and Splicing Certification.

Local 2 is excited about a new program certification for our members. Our own Jeff Lauridsen, who is the instructor for the Commercial Driver's License (CDL) training class, helped get the program started. The certification is through the International Society of Arboriculture. The program is for participants to become ISA Certified Arborists. The classes are held in the evenings and last nine weeks. We will expand and offer an additional certification of ISA Certified Arborist Utility Specialist once we have enough graduates from the initial program. This certification makes members more appealing to contractors, and therefore the contractors are more sought after by their customers.

Greg Benton, A.B.M.

125th Year Celebration

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — Local 8 observed its 125th anniversary with a grand celebration this past November. About 1,500 members and guests turned out for the biggest dinner-dance in our history. Int. Pres. Lonnie R. Stephenson gave tribute to our IBEW founding fathers' dream in St. Louis back in 1891, to what we've become today, and to what our future holds. It was a great night for Local 8 members, filled with pride and brotherhood.

Our work situation continues to thrive with many travelers working in our area. It is expected to stay solid throughout the year.

Mike Brubaker, P.S.

Awards Presentations

L.U. 12 (i,o&se), PUEBLO, CO — Local 12 held its Annual Christmas Party on Dec. 10 and it was well-attended by the young and the young at heart. We had a wonderful dinner with gifts for the children and giveaways for those lucky enough to possess the win-



IBEW Local 2 Training Center.

ning tickets. With plenty of good cheer to go around, this is always a great time.

The 117th Award Banquet scheduled for Feb. 18 will honor the graduated apprentices from 2016: Tony Huskey and James Brown.

In 2016 we saw three more brothers retire: Juan Medina, Charles Montera and Clovis Trujillo. They will receive an IBEW watch as a symbol of appreciation for their dedication.

We have IBEW years-of-service pins for 2016 to be awarded as well. Our longtime members receiving awards are as follows:

For 45 years of service — Hade Bean, Joe Lucero, Art Oakley and Ramon Quintana. For 50 years of service — Harvey Beach, Albert Bornong and Norman Leonard. And for 65 years of service, we will be honoring Joe Flanders and Bloyce Lambuth. These brothers have witnessed great changes in the electrical industry and we wish them all a happy retirement.

Susan J. Johnson, P.S.

Big Solar Project a Success; Fantasy of Lights Volunteers

L.U. 16 (i), EVANSVILLE, IN — Members from Local 16 continued their tradition of benefiting the community during the last months of 2016 by setting up and maintaining the 23rd Annual Ritzzy's Fantasy of Lights. This event features over a mile of festive holiday lighting displays. As of last November, \$2,986,475 had been raised to provide over 92,000 therapy sessions for children and adults needing Easter Seals rehabilitation services. It would not have been possible without volunteers from the IBEW.

This past fall saw the completion of a large-scale solar facility at the interchange of U.S. 231 and Interstate 64. Despite extremely challenging weather conditions, Bro. Greg Ward and his crew finished the project, which allowed Hoosier Energy Rural Electric Cooperative to move ahead toward its goal of generating 10 percent of its power from renewable sources.

Thanks to these electricians for demonstrating their skills in another emerging technology, and to forward-thinking companies as they strive to improve the world.

Congratulations on their election to: IBEW Int. Pres. Lonnie R. Stephenson; Int. Sec-Treas. Salvatore J. Chilia; Sixth District Int. Vice Pres. David J. Ruhmkorff; and IEC Chmn. Christopher Erikson. We are proud to have them represent us.

Donald P. Beavin, P.S.

2016 Scholarships Awarded

L.U. 24 (es,i&spa), BALTIMORE, MD — At the Sept. 27 union meeting, the Local 24 Scholarship Fund awarded their second annual scholarships. Due to the overwhelming success of the 2016 Scholarship Golf Tournament, there were 20 scholarships awarded in the amount of \$1,000 each. Various union members in attendance randomly drew applicants from a hat to select the winners. There were 54 eligible applicants.

The 2016 Local 24 scholarship recipients, and the schools they are attending, are as follows:

Steven A. Balbo — attending Palomar College; Pablo A. Briones — Coastal Carolina University; Robert Broadfoot-Schroeder — West Virginia University; Bethany P. Broznovicz — Salisbury University; Juliana M. Carlin — University of Pittsburgh; Anthony L. Celozzi — Harford Community College; Kaitlyn E. Cooper — Harford Community College; Dylan V. Demchuk — University of Maryland Baltimore County; Jill T. Flenner — University of Maryland; Kevin D. France — Dakota State College; Noah R. Frankenfield — Anne Arundel Community College; Mitchell J. Freund — Frostburg State University; Brianna L. Frutchey — Towson University; Stephanie Gold — Hunter College; Katherine V. Griffin — Towson University; Troy R. Hastings — American Military University; Brittany L. Heck — Community College of Baltimore County; Amanda C. McGowan — Towson University; Conor F.

Thompson — University of Maryland; and Frank S. Voso — University of Baltimore.

Congratulations to the scholarship recipients!

Gary R. Griffin, B.M.

2017 Events Scheduled

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — I hope everyone enjoyed a wonderful holiday. Local 26 is excited about the prospects of 2017. The local's annual Christmas parties/meetings were well attended and enjoyed by members.

Scholarship time! Visit the local's website (www.ibewlocal26.org) for information and to download application forms for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. Applications may also be obtained by calling the Union Hall (301-459-2900) and requesting one be mailed to your home. The deadline to submit applications is March 31, 2017.

The following annual Local 26 events have been scheduled: The Electrical Workers Motorcycle Riding Club (EWMRC) will host their 6th Annual Poker Run on Saturday, May 6; the JATC graduation is Saturday, June 3; the annual Dollars Against Diabetes golf outing is Monday, June 5; the Manassas, VA, picnic is Saturday, June 24; and the Edgewater, MD, picnic is Saturday, Aug. 26. Please update your calendars accordingly.

Several members passed away since our last article: William C. Schwinghammer, Edward F. McGlynn, Claude J. Martin, William R. Cole, James F. Keaveney, Charles N. Henderson, Calvin O. Bayliff Jr. and Francis J. Coleman.

Best wishes to recent new retirees: Roy F. Boswell Jr., Peter C. Byrus, Keith L. Rowley, Timothy E. Ogle, James L. Koutoulakos, John T. Sherwood Jr., Jeffrey P. Beth, Paul J. Vicere, Gilbert J. Gray, Donald W. Judd and Larry H. Cross.

George C. Hogan, B.M.

Work Forecast for Spring

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Happy new year to all IBEW members from Local 34 officers and staff.

Local 34 would like to thank Local 364 for putting so many of our members to work as we experience a slight slowdown. With winter in full force, central Illinois has few new construction projects breaking ground. Hopefully, with spring just around the corner, Local 34 will have an upswing in new construction projects. One of the larger projects expected to break ground this spring is a new Convergence Center at Bradley University. This facility is designed to merge

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/media-center/IBEW-News-Media-Center/Submitting-Local-Lines. Please email or call the Media Department at (202) 728-6291 with any questions.

Trade Classifications

(as) Alarm & Signal	(et) Electronic Technicians	(mps) Motion Picture Studios	(rts) Radio-Television Service
(ars) Atomic Research Service	(fm) Fixture Manufacturing	(nst) Nuclear Service Technicians	(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 & Technicians	(spa) Sound & Public Address
(c) Communications	(lctt) Line Clearance Tree Trimming	(ptc) Professional, Technical & Clerical	(st) Sound Technicians
(cr) Cranemen	(lpt) Lightning Protection Technicians	(rr) Railroad	(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(rtm) Radio-Television Manufacturing	(u) Utility
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	(uow) Utility Office Workers
(es) Electric Signs	(mar) Marine		

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.

LOCAL LINES

the university's Foster College of Business and Caterpillar College of Engineering & Technology. The merger will foster collaboration between the colleges and transition technological developments into marketable businesses in Peoria and surrounding areas.

Our Quincy jurisdiction looks to have a good amount of work this spring. Two new schools and a county jail are scheduled to break ground along with work at the Archer Daniels Midland facility in Quincy. In our Galesburg Division, St. Mary's Hospital will be starting a large addition in the new year. Local 34 is excited for what 2017 will bring and expects a prosperous new year.

Marc Burnap, P.S.

Strong Voice for Workers

L.U. 38 (i), CLEVELAND, OH — Our recent picketing activities have led to some productive meetings with owners, developers and construction managers. It has helped us notify them and the public about the business practices of non-signatory contractors and their exploitation of workers. We have been able to show them how some of these contractors are illegally classifying workers as independent contractors. We have also been filing prevailing wage complaints against some of these contractors, which has resulted in the employers having to pay some big paychecks back to the workers for the violations.

Work has slowed down since the Republican National Convention for now, but we are hoping that the bigger projects that are planned get their financing so that they will start some time in 2017. Some work has started on the East Bank Flats. Irizar Electric is doing the new Rascal Flatts night club. The new Jimmy Buffet's Margaretville project should start soon, and there are plans for two new breweries and additional restaurants.

Dennis Meaney, B.M./F.S.



Local 38 members picket a project in the local's jurisdiction.

'That's a Wrap!'

L.U. 40 (em,i&mps), HOLLYWOOD, CA — On Dec. 10, Local 40 celebrated a successful year in the industry to conclude 2016. The local held its annual holiday party for the membership and showed recognition to the graduating apprenticeship class of 2016, handed out service pins, recognized members for excellence in the industry and honored our retired brothers and sisters.

Our recipient for the Achievement Award for outstanding apprentice of the year was Daniel Peterson, and several other members received Recognition Awards for involvement in the local and excellence in the industry as well.

As the holiday season approached, the local reached out to give back to our community, in addition to celebrating our local's successes. In conjunction with the party, the local hosted a canned food drive for the Hope of the Valley Rescue Mission, benefiting the homeless, and also hosted a toy drive for



Local 68 children's Christmas party was a great success.

the San Fernando Valley Rescue Mission, benefiting homeless children. We thank the membership for their contributions and participation.

Local 40 wishes everyone a good new year in 2017. We hope that all of our brothers and sisters are prosperous in the year ahead and have an opportunity to help those less fortunate as part of our local's community service activities.

Stephan Davis, R.S.

'Fight for Working Families'

L.U. 68 (i), DENVER, CO — During September through November last year, we were busy with political activity here at Local 68.

Members and their families volunteered to do phone banking. We canvassed neighborhoods, not just supporting specific candidates, but also discussing the issues. One of the big issues was so-called "right-to-work," which we fight almost every year here in Colorado. We explain to people what "right-to-work" is really about and how it would affect working people. Then we ask people to sign a pledge card stating that they oppose "right-to-work" legislation. So when the issue comes up again here in Colorado, we can take these pledge cards to our elected officials and show them that their constituents, public citizens and neighbors are also against it. This campaign was successful with several pledge cards filled out and returned. Here in Colorado we had some victories ... and some losses, but as proud union members we will not let these defeats define us. We will continue to fight and take on the challenges facing working families and labor. It is vital that we stay active and let our voices be heard, even between election cycles, now more than ever.

On Nov. 17 our retirees held their Thanksgiving luncheon at Wishbone Restaurant. About 80 retired members and spouses attended. All had a wonderful lunch and enjoyed the brotherhood. On Dec. 3, our annual Local 68 Children's Christmas party saw around 345 children in attendance. [Photo, at top.] Santa, Mrs. Claus, and elves were highlights. The Keystone Cops and Shriner clowns with their balloon designs are always a big hit also. Attendees enjoyed good food and fellowship.

We extend our sympathy to the families of recently deceased members: Bros. William J. Campbell, Nick Rino and James J. Smith.

Morgan J. Buchanan, Pres.

Newly Elected Officers; Work Picture Update

L.U. 100 (c,em,i,rts&st), FRESNO, CA — Local 100 welcomes newly elected Bus. Mgr. Ronny Jungk into office. Bus. Mgr. Jungk has served our local as organizer for over 15 years, and he has a big role to play in upcoming jobs in our jurisdiction. Also elected were: Pres. Gerald Zumwalt, Vice Pres. John Stevens, Treas. Joe Estrada, Rec. Sec. Chuck Stanton; Executive Board members Rory McCarthy, Scott Farmer, Luis Almandarez; and Examining Board members Darrell Goodpaster and Ryan Harrell.

Utility scale solar projects continue to dominate our landscape and will for quite some time. PLAs have also been signed for an additional 800 megawatts, with another 1.2 gigawatts of projects that are currently drafting agreements with our local.

The long anticipated arrival of high-speed rail has finally gotten started, with several infrastructure projects that are currently underway.

We anticipate full employment in our local for years to come once that project gets into full swing.

The need for state-certified electricians continues to be an issue regarding getting IBEW out-of-state travelers to work. The cost for taking the exam is \$175, and certification could result in hundreds of thousands of dollars in wages should any travelers wish to work here in our state.

Our collective bargaining agreement for 2015-2018 will see a \$5.40 increase to our local package. Pension will require some additional funding but the

majority may go into wages. There will be a 75 cent increase, with 50 cents going into our pension on March 1, 2017.

On the organizing front, we've had some success recently in stripping manpower from a nonunion shop that does quite a bit of public works projects. We are continuing in this effort and seem to be making headway.

Mike Caglia, P.S.

Hotel Construction Project; Apprenticeship Contest Champ

L.U. 112 (c,i&st), KENNEWICK, WA — Members employed by Rock Electric, a signatory contractor with Local 112, recently posed for a photo (at bottom, right) in front of a new Holiday Inn Express that is currently under construction in Hermiston, OR. Members pictured are: journeyman wiremen Phil Carlson, Jim Jennings, Kim Carson and Richard Morgan; and apprentices Dan Wolcott, Callie Witt, Scott Walker and Ryan Mitchell.

Local 112 would like to congratulate Bro. Richard Morgan on his first place over-all finish in the Western States Apprenticeship Contest held in Pocatello, ID. Richard took first place in two separate events (Residential and Motor Controls) during the contest.

Travis Sellers, Mbr. Dev.

'Hoping for the Best ...' Stand Strong for Workers

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Well, 2017 has begun. Let's hope the GOP finally does their job, keeping the well-being of all Americans in mind when they vote. Remember, our elected leaders are there to listen to us. You would be amazed at how much difference an email, a phone call or a written letter can make. Please hold their collective feet to the fire.

At our Christmas meeting pins were given to members with 50 years or more in the IBEW. The following members received 50-year pins: M.L. Baker, Dick Bouma, Harry Carlson, Tom Faust, Roy Flood, Dick Gelden, Joe Longo, Al Sayerstad, Jimmy Sullins and Mike Templeton. Receiving 55-year pins were: John Bailey, Walter L. Carl, Ray Lamb, Bob Mortensen, Joe Musich, Al Schulz and Duwayne Thompson. Two men received 60-year pins: Vito Lubes and Dick Wells.

And as the book closes on 2016, let us not forget the members we lost this past year: Bob Kiesgen Sr., John Benson, Dennis Lackey, Ed Elfering, Joe Steber, Bill Roy Sr., Eddie Ellis, Bob West, Mickey Witten Sr., Erik Herman and John Rivi. Godspeed to them all.

Wendy J. Cordts, P.S.



Local 112 members at Holiday Inn Express construction jobsite: Dan Wolcott (left), Callie Witt, Scott Walker, Phil Carlson, Jim Jennings, Kim Carson, Richard Morgan and Ryan Mitchell.

Projects Come to Fruition

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI — Local 158 is once again flush with work and looking for manpower.

Many of the long anticipated projects have come to fruition and it will be a very busy 2017. There are several projects going on at Point Beach Nuclear Plant, with two outages scheduled for the spring and fall of 2017. There are also several projects going on at Lambeau field, home of the Green Bay Packers. Completion of most of those will be done by July 2017.

There is a lot of work at two shipyards in our jurisdiction, Bay Ship building and Marinette Marine.

The new year will bring much work at several hospitals, clinics and area schools. There are also projects at Proctor & Gamble paper mill in Green Bay and a new grocery store. We look forward to a prosperous new year.

Donald C. Allen, B.M.

NLRB Case Settled; IBEW Community Service

L.U. 246 (ees,i,rts&spa), STEUBENVILLE, OH — Our local recently saw a successful outcome in a case that went before the National Labor Relations Board (NLRB). Local 246 settled a discrimination/refusal to hire case against Aerotek staffing agency. The settlement amount of \$9,300 was made payable to: Frank Redmond, David Pietro, Ryan Omais, Greg Whiting, Jason Welch, Chuck Nemeth, John Clouston and Bob Kirkpatrick, all members of Local 246. Thank you, gentlemen, for your help and making it hard for the open shop to hire in our jurisdiction.

Community Service: Local 246 donated labor to the City of Steubenville and Old Fort Steuben to build electrical services for the city's Nutcracker Village Christmas display. This display is one of the biggest events in the city and we were proud to be part of it. A big thank-you to the Steubenville JATC directors Tony Shreve and Brian Ferguson for letting us use the apprenticeship facilities, as well as the apprentice classes that helped build the panels. Thanks also to JATC instructors Rich Cesta and Greg Serefini, who teach those apprenticeship classes. A special thank-you to those who dodged rain drops on a Sunday to install the electrical services: Local 246 members Frank Redmond, Rob Biacco, Dave Pietro, John Fenske, Brian Utt, Rob Kovaleski, Jim Truax and Eric Nutter. Great job!

2016 Elections: A big thank-you to Ryan Omais and anyone who took the time to volunteer during the recent election cycle. Election results weren't great, but your effort was.

Eric Nutter, Mbr. Dev.



Local 292 Asst. Training Dir. Derrick Atkins (left) stands with winners in the individual and team categories at the IDEAL competition: Michael Fox, Benjamin Woodworth, Patrick Flanery and Bryan Olson.

'The Next Generation'

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — Local 292's JATC program is one of the best in the country, which was proven once again at the latest IDEAL National Championship Finals. When it all was finished, fifth-year apprentice Mike Fox took third place in the Individual Apprentice Competition and won \$10,000. Patrick Flanery, Benjamin Woodworth and Bryan Olson, all second-year apprentices, won first place in the Apprentice Team Competition with a group prize of \$30,000. They have all been invited to compete again next year.

[Editor's Note: To read more, see news article "IBEW Members Dominate 'Elite Tradesmen' Competition," on Page 4 of this issue and posted on the IBEW website at www.ibew.org.]

Some of the credit for having such great apprentices must be attributed to our instructors, who have won first place for three straight years at the NEC Challenge. The contest started three years ago to find the top electrical code expert in the country. Since its inception, the only winners of this contest have been instructors from the Minneapolis JATC.

JATCs across the country train apprentices to become the most qualified electricians in the world. This is why the IBEW provides a level of production and quality work that is unmatched.

Eric Peterson, B.R.

'Stay Active & Involved'

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — I would like to congratulate Maureen Bothfeld for being the first woman from Local 300 to be elected to and attend an IBEW International Convention. Maureen was one of the delegates from Local 300 who attend-

ed the 39th IBEW International Convention last year in St. Louis. [Photo at bottom, right.] Her work and her dedication to the members of Local 300 bestow great credit on her and the continued progression of women in the IBEW. I encourage all members to get more active in their local to support their fellow members and the electrical industry, and to be diligent in building on IBEW success in maintaining a proficient and efficient workforce, which includes a productive and meaningful labor-management relationship.

We will be watching how the political landscape reveals itself this year, and I encourage all members to get involved with cultivating the path to prosperity and good will. The IBEW and other unions create, support and maintain the values and livelihood that all working people seek to achieve. Support your friends, support your families, and most of all, support those who strive to achieve what you have helped create. As union members, we observe a principle stated in the IBEW Constitution, "... to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

I wish everyone a happy new year ahead and hope you have a safe, prosperous 2017. Be well and do good work.

Jeffrey C. Wimette, B.M./F.S.

90th Anniversary Banquet

L.U. 306 (i), AKRON, OH — On Nov. 12, we celebrated the 90th anniversary of our local. The event was marked with a banquet and award presentation. Our guest speaker was retired Bro. Bob Sallaz, who enlightened all with his knowledge of history, the electrical industry and the IBEW presence in Akron since 1899. Local 306 was chartered in 1926, and was actu-

ally preceded by three other former locals in Akron.

We have survived the Great Depression of the 1930s, the loss of the tire industry in the 1980s and the recent recession. Now, we are ready for the next 90 years! We thank every member, both past and present, for their hard work and sacrifice that has ensured the success of Local 306 and the IBEW.

In December we again held our annual Christmas party for our members and families. As always, the kids had a wonderful time. Entertainment included a magician, a balloon twister and a special visit from Santa himself. Thanks again to our Social Committee, officers and retirees for their help with this and all of our social events throughout the year.

In sadness we report the passing of Bro. Adam Stull and retired Bros. Mitchell Filing, Joseph Duncan, Richard Knepp and George Umbower. Our sincere condolences go out to their families and friends.

Thomas Wright, P.S.



Local 306 90th anniversary banquet guest speaker, retired Bro. Bob Sallaz.

Membership Grows — Increases by 23 Percent

L.U. 332 (c,ees,i&st), SAN JOSE, CA — Congratulations to recent apprentice graduates. Receiving their completion certificates were: 59 inside, 14 voice-data-video, and 13 residential apprentice graduates. Also, welcome to the 97 inside apprentices and 14 residential apprentices who were indentured in 2016.

Work has been excellent and we are glad to have enough work for the 1,900 traveling brothers and sisters here now. Work continues to grow, but it is crucial to take the necessary steps to get your electrical certification with the State of California to take advantage of the work that is available.

Special thanks to our stewards out in the field, who deserve recognition and appreciation for their hard work, good judgment, and the resolve to represent the local and the IBEW in an honorable and professional way.



Local 246 members participate in community service project: Dave Pietro (left), Jim Truax, John Fenske, Brian Utt, Rob Kovaleski, Eric Nutter, Frank Redmond and Rob Biacco.



Local 300 delegation to IBEW 39th International Convention in 2016: Bus. Mgr./Fin. Sec. Jeffrey Wimette (left) and Executive Board members James Cushing, Louie Lacroix and Maureen Bothfeld.

LOCAL LINES

We are fortunate to have grown our membership by almost 600 members in the last five years, a net increase of over 23 percent. This increase has helped us to push our market share up significantly as well, keeping more than 500 new jobs steadily out of the hands of nonunion contractors. We owe this increase to the dedication of both the leadership and membership to organizing all electrical workers and electrical contractors in our jurisdiction. We are proud of our members' commitment to the growth of our great union.

David Bini, Organizer



IBEW Local 332 logo proudly displayed at union hall.

Union Spirit of Giving — IBEW/NECA Holiday Fundraiser

L.U. 340 (i,rt&spa), SACRAMENTO, CA — Once again the annual IBEW/NECA Operation Christmas Basket Fundraiser in December was a huge success.

In 1981, two local members, Bros. Lud Larson and Harry Bain, wanted to help local charities in our communities and bought a shotgun with their own money to raffle off at Christmas. I believe they raised about \$300 that first year and then it just took off from there. Over the years, thousands of dollars in donations for food and toys have been raised through this fundraiser and given to local charities that focus on aiding union workers and their families who just need a "hand up" at the holidays. The incredible generosity of our signatory employers, our affiliates and our members makes this possible each and every year. For 2016, the top prize winner was one of our biggest employers, Schetter Electric. Not only did Schetter initially purchase over \$200 in raffle tickets, but they won the \$1,500 first prize and re-donated it back. Due to this generous and kind act, we were able to give out over \$9,000 in 2016 to local food banks and children's charities. That's true Christmas spirit and true unionism.

Rest in peace to: Bros. Richard Evans, Robert Johnson, C.T. Madden and Mike Palmer. They will be remembered. Rest in peace, brothers.

Robert D. Ward, B.M.

'United and Strong'

L.U. 352 (u), LANSING, MI — Happy new year from your brothers and sisters at the Local 352! 2016 ended on some high notes.

In September, Local 352 Bus. Mgr. Ron Byrnes and Pres. Tracy Tolbert attended the 39th IBEW International Convention in St. Louis, MO. Some highlights were connecting with members from all over the country, working with the law committee on new amendments, getting fired up by speakers like Sen. Tom Harkin and the International Officers, and watching newly elected International Officers get sworn in. Our local union officer delegates came home re-energized and shared what they learned.

Subsequently, Bus. Mgr. Byrnes and Pres. Tolbert joined a bargaining committee where they fought

hard to get a new bargaining agreement for our local. Special thanks to Ron and Tracy, and to committee members Pat Rennie, Mickey Fountain, Jacob Haman, and Steve Perry for their diligence and hard work. Michigan is a so-called "right-to-work" state, but our sister and brothers emerged from the committee with a great contract! We couldn't be more proud.

Tracy brought in the giving spirit by organizing two events where our local fed the homeless community in Lansing. Thanks to our brothers and sisters who participated in those events. We are definitely stronger together!

Maggie Rich, F.S.

Work Picture Remains Strong

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — On Saturday, Dec. 3, IBEW Local 364 held its annual Kids Christmas Party with well over 230 members and their families in attendance. This event is one of Local 364's best attended events and really brings the spirit of the holidays to all who attend. Of course our Kids Christmas party would not be complete without a visit from Santa Claus, played by our own brother and retired full-time instructor Ty Hillman.

As of this writing the Belvidere Chrysler Plant has 100 journeyman wiremen on-site, with expectations to reach 400 to 600 by the time you read this.

The work outlook remains strong for Local 364 well into 2017, with the \$500 million Mercy Hospital project underway as well as the OSF hospital's bed tower expansion. Local 364 is on pace for one of its best years in a very long time.

Plans are underway for Local 364's 100th anniversary festivities. Look for future information regarding this once-in-a-lifetime event.

Brad Williams, P.S.



Local 494 member Pete Kohl donated blood stem cells.

Saving a Life

L.U. 494 (em,i,mt,rts,spa&t), MILWAUKEE, WI — IBEW Local 494 member Pete Kohl recently donated peripheral blood stem cells to help save a life. His donation



At Local 558 service pin awards presentation in November 2016.



IBEW Local 502 members volunteered for Hestia House community service project.

is being used to help a 27-year-old man with leukemia, whom he has never met.

We commend Pete for his generous and selfless action. Thank you, Pete.

Kurt Jante, B.R.

IBEW Community Service — Lighting Upgrade for Shelter

L.U. 502 (c,em,i,it&t), SAINT JOHN, NEW BRUNSWICK, CANADA — IBEW Local 502 members and contractors responded to a fundraising request from Hestia House, a Saint John shelter for abused women and their children, by re-lamping the premises with energy efficient LED bulbs. Replacing conventional incandescent bulbs with energy efficient LED bulbs will result in a \$3,500 reduction in energy costs each and every year.

Local 502 employers RFI Industrial Contractors Ltd. and Omega Electric together with IBEW Local 502 journeymen and apprentices installed LED bulbs throughout the Hestia House premises and replaced those fixtures not compatible with the LED bulb. [Photo at top, right.] Switching to energy efficient lighting represents a great opportunity to reduce your carbon footprint and save on energy costs.

We thank RFI and Omega and all IBEW Local 502 members who volunteered their time to support their community and this great cause.

David Stephen, Pres.

2016 Festive Occasions

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — We would like to wish all our brothers and sisters a healthy, safe, and prosperous new year.

On Friday, Nov. 18, Local 530 held our 75th Annual Dinner Dance Banquet. After dinner a comedian performed, followed by a D.J. and dancing. At this event IBEW years-of-service pins are presented. Congratulations to all those members who were honoured.

Our annual Children's Christmas Party was once again a success last year. After members and their families enjoyed a session of skating, Santa arrived with gifts for all the children. Food was pro-

vided with social time. Thanks again to our Recreation Committee for putting this on and all the events they provide us with throughout the year!

Local 530 would like to thank Thunder Bay Local 402 for helping keep some of our members employed during these times.

Local 530 is saddened to report the recent passing of Bros. Dick Harris and Bill Card.

Al Byers, P.S.

Service Pins Presentation

L.U. 558 (catv,em,i,mt,ortb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters.

At the time of this publication, Local 558 will be celebrating 99 years! Our charter was established in Florence, AL, on Feb. 28, 1918.

Local 558 held our service pins presentation on Nov. 14, 2016. This night is exciting and looked forward to by all. Forty-four members were awarded 25-year pins; 24 received 30-year pins; 18 received 35-year pins; 45 received 40-year pins; 23 received 45-year pins; 23 received 50-year pins; three received 55-year pins; eight received 60-year pins; nine received 65-year pins; and one member received a 70-year pin. We are proud to honor these members for their loyal and faithful years of dedicated membership to the IBEW and this local union. [Photo, below.]

In closing, we also had a special segment during our November meeting, as we hung a plaque in honor of our fallen Bro. Wendell G. Smith, who was tragically taken from us on April 11, 2016. His family were special guests of the evening and we reserved the hanging of the plaque to his wife, Mrs. Lisa Smith.

We hope everyone enjoyed a wonderful holiday season and we look forward to new opportunities for progress that the year 2017 will hold.

We send our best throughout the Brotherhood.

Tony Quillen, Pres./A.B.M.

Active in the Community

L.U. 570 (i,mo,spa&u), TUCSON, AZ — Local 570 wishes all brothers and sisters a happy new year.



Local 570 Habitat for Humanity volunteers.

Local 570 has been active in the community, with numerous activities in the last quarter of 2016.

We thank the many members who came out and helped wire four Habitat for Humanity houses on a Saturday.

Our members also set up the 85-mile start for El Tour De Tucson bike race and participated in the Pima Area Labor Federation Holiday Food Boxes project. We filled 500+ boxes at Thanksgiving and at Christmas, with 20 Local 570 members receiving boxes each holiday. Thank you to all volunteers for their participation.

As for the work picture, we anticipate that it will be better for 2017. As of early December, some of our contractors have already picked up good jobs such as projects at Marriott Hotel in downtown Tucson, the tower at Banner University Medical Center, along with jobs at the airport and Raytheon.

Scott W. Toot, Pres.



Recently retired Local 692 business manager Jack Tobias.

Career of Service

L.U. 692 (i,mt&spa), BAY CITY, MI — Former business manager Jack Tobias retired Aug. 1 last year, following a dedicated 38-year IBEW career.

In 1978 Jack was indentured into IBEW Local 692. His first training assignment was at the Midland Michigan Nuclear Powerhouse, where he enjoyed working with IBEW members from across the map and gained great appreciation for the IBEW. After “topping” out, Jack had the opportunity, as an IBEW member, to travel for work. The life with a suitcase ... Jack wouldn't have traded it for anything. Jack previously served as an Examining Board member, as vice president and for 17 years as president. In 2013, he was elected business manager. He served on the United Way board, the STEM Committee at Delta College, and was active with the Democratic Party and the Labor Counsel. Jack thanks the IBEW for the great memories and extends best wishes to newly elected Bus. Mgr. Travis Brady. Local 692 thanks Jack Tobias for his long-time service and wishes him a happy retirement.

Brothers and sisters, it is more important now than ever to stay involved in your local union and attend meetings!

We mourn the passing of retired Bro. Ronald W. Harris and extend condolences to his family.

It has been my privilege to write “Local Lines” articles since 2012. Because of my schedule, I have requested that someone take my place to write the articles.

Have a safe and happy new year.

Tammy Gottleber, P.S.

Contracts Ratified

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lc,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — We are saddened by the Nov.16, 2016, death of newly initiated member Arturo Silva, who was killed in a workplace accident (natural gas explosion). The investigation has been taken over by the National Transportation Safety Board and is ongoing.

Our members at Illinois Gas Company ratified a new three-year agreement, effective Jan. 1, 2017. Details include pay raises of 5.75 percent over the life of the contract and increases in the travel pay and welding premium. New rest-time language was added along with additional safety language and improvements to the severe weather clause.

We also have a new three-year Line Clearance Agreement. Wage increases are 2 percent each year with the contractors picking up the LINECO increases the first two years. If there is no LINECO increase the third year, 1 percent will be added to the National Electrical Annuity Plan (NEAP), bringing it to 20 percent.

The members at the four Southern Illinois Cooperatives have ratified a contract extension of five years that includes wage increases of 2.5 percent each year with a six-month earlier effective date for the contract and all raises, which will now be Jan. 1.

Our referral books are as follows: Inside Construction – 118, Outside Construction – 26, Line Clearance – 4.

Over 50 Local 702 members volunteered on Saturday, Dec. 10, to help the Southern Illinois Central Labor Council stock 18 regional food pantries in 16 counties. The year's donations totaled \$22,500. Many thanks to all volunteers for helping needy families.

Mark Baker, B.R./P.S.



IBEW Local 702 volunteers participate in food drive to help Southern Illinois Central Labor Council stock regional food pantries.

Annual Holiday Project — Bicycles for Children

L.U. 1042 (u), SANFORD, FL — IBEW Local 1042 donated 55 new bicycles to children in the city of Debarry. A special thanks goes out to Bro. Jim Turner for spearheading the 10th annual holiday event. Thank you to the membership for helping make this community service outreach possible.

William Anderson, B.M./Pres.



IBEW Local 1042 donated 55 new bicycles to community children for the holidays.

Award for Community Service; Solidarity for Working People

L.U. 1116 (em,lc&t&u), TUCSON, AZ — Happy new year to all of our members. We hope you had a relaxing holiday season! 2017 presents us with many challenges.

Just because the elections are over, doesn't mean that we shouldn't pay attention to what is going on with our government representatives at both the state and federal levels. Unions have worked hard to enact many laws that protect our members, and we don't want to lose any of the ground we've gained.

Congratulations to journeyman designer Jessica Marchbanks, who was awarded the Charles R. Huggins Award for Exemplary Community Service for 2016. Jessica volunteered 68 hours in the course of her apprenticeship and over 200 hours throughout her career at Tucson Electric Power (TEP). She has volunteered for the following organizations: American Cancer Society, American Diabetes Association, Community Food Bank, Cystic Fibrosis Foundation, Girl Scouts of America, Humane Society of Southern Arizona, Leukemia & Lymphoma Society, Southern Arizona AIDS Foundation and Tucson Nursery School.

As always, regular unit meetings are held at 6 p.m. on the first Thurs-

day of every month. The best way to find out what is going on is to attend a meeting. We invite our members from Asplundh and TRICO to join us.

Sharon Williams, P.S.

Contract Negotiations

L.U. 1466 (u), COLUMBUS, OH — In September last year, Local 1466 was proud to send a group of delegates to represent our membership at the 39th IBEW

International Convention in St. Louis, MO. Attending from Local 1466 were: Bus. Mgr./Pres. Dan German, Vice Pres./Asst. Bus. Mgr. Rod Cockrell, Treas. John Biskner and Bro. Barry Hickel. The 2016 convention marked the 125th anniversary of the

Brotherhood's founding. Convention delegates vote on IBEW resolutions, and help set the goals and agenda of the IBEW for the next five years. Thank you to our delegates for their willingness to be away from home to represent Local 1466 at the 2016 convention.

We hope everyone enjoyed the holiday season and is having a good start to 2017. For those of you who do not know, our three-year contract with American Electric Power will expire in 2018. We are looking at negotiations starting with the company sometime later this year. If any member has anything they would like to see proposed or addressed in the new contract, we would encourage you to attend union meetings this year and share your ideas. We are always eager to hear your thoughts and concerns and look forward to seeing you!

Jimi Jette, P.S.



Local 1466 delegates attend 39th IBEW International Convention: Treas. John Biskner (left), Vice Pres. Rod Cockrell, Bus. Mgr. Dan German and Bro. Barry Hickel.



International Brotherhood of Electrical Workers

The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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			Matt Spence
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			Rix Oakland

FROM THE OFFICERS

Excellence off the Job



Lonnie R. Stephenson
International President

On the job, we demand excellence from each and every one of our members. It's what makes the IBEW the best at what we do. But we need to work just as hard to be exemplary members of society. When we give back to our communities, it's an important part of reminding our neighbors what our Brotherhood is all about.

The labor movement has been the greatest tool for eradicating poverty in the history of the world, but in these uncertain times, it's even more important that we're out there, visible, working to lift people up.

That's why, every month, you read articles in these pages and on **IBEW.org** about brothers and sisters all over the U.S. and Canada giving back to their communities. It's no accident.

We highlight these stories because they represent the values we share and exemplify the kind of society we aspire to be.

In this month's issue, you'll read about the young members of Local 1820 in Neptune, N.J., providing Thanksgiving meals to needy families. Brother Alexander Wilkins, who leads the RENEW/NextGen chapter there, said something that stuck with me. "We're lucky," he said. "We're in a union and we have all we need."

Now that may not be true for every one of us. We've all gone through tough times, but we're certainly better off than a lot of people who are struggling. And that means we can work even harder to give back to folks in need.

In Detroit, Local 58 volunteers partner with labor allies to feed the poor twice a month on Sundays, when soup kitchens are often closed. They've been doing it for four years, rain or shine (or three feet of snow). That kind of thing may not get talked about, but it matters to the people showing up for a hot meal. It matters to community leaders who notice which organizations they can count on. It builds the power of the IBEW while making a real difference.

Our RENEW/NextGen chapters are great examples of this giving spirit, but many of you have been volunteering for years — building Habitat for Humanity houses, raising money for United Way or March of Dimes or racing for a cure for cancer. Keep it up, and find new ways to give back too. The Brotherhood is stronger for it, and our communities are stronger for it. That's excellence on and off the job. ■

Raising the Stakes

The election season has been over for months. But for working families, the real action starts now.

From state houses to Congress, lawmakers are preparing an ambitious anti-worker agenda that drives down wages, while making it harder for working people to come together and bargain collectively, including major cuts to health and retirement benefits and elimination of safety regulations.

There are reports that House Speaker Paul Ryan is eyeing ending Medicare as we know it, while legislators and governors in states such as Kentucky and Missouri are pushing for the immediate passage of right-to-work laws. And President Trump's pick to head the Labor Department, Andrew Puzder, is a vocal critic of raising the minimum wage who has endorsed an extensive guest worker program to fill American jobs with low-paid foreign workers.

That's why your state representative, member of Congress, governor and president need to hear from you now more than ever.

There are members of the IBEW in every congressional district in the nation. We are the bedrock of our communities, working hard every day and always giving back to those in need.

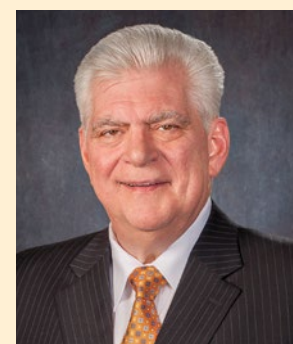
We can be cynical and assume that our elected officials cannot be swayed. But the truth is the major priority of most politicians is getting re-elected.

That gives every voting constituent a unique power to make their voice heard. It is easy for a member of Congress to ignore appeals from outside their district, but it is a lot harder to ignore one coming from inside.

Even if we can't sway their vote, by putting on the heat, we are raising the stakes and making it clear that those representatives can't count on our support come 2018.

Because the IBEW isn't some beltway lobbying group. It's a brotherhood of flesh and blood members who vote and have the respect of their neighbors and community leaders.

So please: call your representative, or write him or her a letter or email. Even better: attend a local town hall, or visit them in person. And let them know that you are paying attention. And keeping score. ■



Salvatore J. Chilia
International Secretary-Treasurer



HOW TO REACH US

We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom *The Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by email to: media@ibew.org

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“LETTERS TO THE EDITOR”

A Universal Experience

At age 10, I had no clue in the world why my dad left once a month to go to a “union meeting.” I didn’t understand that him paying dues was a privilege, not just a requirement to have a job and us to have money. Hearing about my father working with a new “apprentice” meant nothing more to me than my dad training someone new at his job and “signing the books” was just a wait list for the next cool jobsite he would work on. I thought he simply had a bunch of friends that met up to have cookouts. But as I grew older, I realized that the unions were not just a group of co-workers working and sharing their lives. It was an extended family, my extended family.

Watching my father stand up for the men that didn’t have a voice, I learned how to speak out against mistreatment. I learned it is my obligation to see that those around me are being treated fairly. Without the union, I would be another bystander.

At almost every holiday, you would see me and my dad walking into the union hall with my coleslaw, no matter the season. Union events meant serving, and it was fun for me.

In school, I learned about what unions are and what they stand for. I already knew that unions are responsible for the construction of our strong middle class. My convictions on the value of labor unions made it more personal.

I never knew the immensity of the union either. I knew that my dad traveled for work but when I was in eighth grade, I saw what it was to “transfer a ticket.” After we moved to Nashville and he joined Local 429, I saw the close-knit family I knew in Kansas City wasn’t going away, it would start over and be just as great. My dad was welcomed in and treated as if he was one of them immediately. Through the union, I have learned compassion, initiative, hard work, brotherhood and pride. When I look at architecture, I can turn to my friends and say, “My dad and the union and his brothers built that.”

*Ashley Jean DePung, daughter of Local 429 member Daniel DePung
Nashville, Tenn.*



Local 429 member Daniel DePung and his daughter, Ashley Jean

WHO WE ARE

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

Detroit’s ‘Wobbly’ Kitchen: Serving Up a Healthy Dose of Community Spirit



For many, Sunday morning starts with a lazy cup of coffee, maybe the sports page or reading the kids for church. But twice a month for nearly a dozen members of Detroit Local 58, Sunday starts at the union hall with 120 pounds of raw chicken.

For more than four years, the small but dedicated group gathers on the second and fourth Sundays of each month to help feed homeless and working poor Detroiters at Cass Park, a little more than a mile from the hall.

It’s a bi-monthly bit of volunteerism that has its roots in the protracted Detroit newspaper strike in the mid-1990s, said Local 58 Business Manager Michael Richard. Local 58’s own Kevin Mackey was one of the leaders of the Friends of Labor Kitchen, which fed striking workers during the infamous 19-month showdown between 2,500 members of six unions and the city’s two primary newspapers. After the strike, the group continued to offer its services to labor allies in the decades that followed.

It was out of that operation that the Industrial Workers of the World, or Wobblies as members of the small activist union are often known, started feeding the homeless and downtrodden at Cass Park in 2012.

Founded to promote class solidarity in the early 20th century, one of the IWW’s most well-known leaders was Eugene Debs, who ran for president five times on the Socialist Party of America’s ticket. Today, the general union represents workers at fewer than a dozen manufacturing shops around greater Detroit, but its history in the city and across the U.S. runs deep. Its membership is open to members of other unions, so the Wobblies’ unapologetic progressive activism



IBEW members join Detroit’s “Wobbly Kitchen” every other Sunday to feed the needy in Cass Park, often including volunteers from Local 58’s RENEW and Women’s committees as well as members of their own families.

attracts members from all over the Detroit labor community.

At the Wobbly Kitchen, Local 58’s dispatcher Mike Conflitti, along with business representative Paul VanOss and former head of the local’s community service committee Joe Pyszynski, form the core of the IBEW’s contribution, though the number of volunteers varies depending on who is available.

Anywhere from 100 to 300 needy individuals show up at Cass Park on a regular basis for Sunday meals. They’re always met by 30 or so volunteers from the Wobblies, the IBEW, UAW, and other members of Detroit’s labor community.

“It’s a humbling experience, being out there, knowing these people count on us for a hot meal every couple of weeks,” Pyszynski said. Sundays are among the most difficult times for the homeless to find food when other social service organizations are closed.

For Conflitti, the opportunity to give back has kept him coming back year after year. “In just a few hours every other week, we’re able to make a real difference

for some of these people, whether it’s a meal or helping them with extra clothes or toiletries or just reminding them that there are people who care. It’s a rewarding way to spend a Sunday morning.”

In addition to cooking vast quantities of chicken — donated by a local butcher — the Local 58 volunteers also provide the tables and chairs so that recipients don’t have to sit on the ground. Richard said that four years ago, when he first put the call out for help, several of Detroit’s electrical contractors stepped up. One, Superior Electric, sent an entire truck filled with folding picnic tables.

That same winter, Local 58 volunteers helped to wire up warming stations for the homeless in downtown Detroit after a spate of shelter closures due to urban development projects.

“This work is a huge part of how we stay active and involved in our community,” Richard said, “and I’m extremely proud of this group for keeping that going. They bring their families to help, and it’s a nice way to pass on that sense of community from one generation to the next.” ■



From Facebook: Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

Dollars and Sense

I was making \$10 per hour in 2006 and told myself that I needed to increase my income. I joined the IBEW and today I am making \$55 an hour. I appreciate this brotherhood immensely. It has given my family a quality of life some people never get to experience.

*Scot Chambers, Local 71 member
Columbus, Ohio*

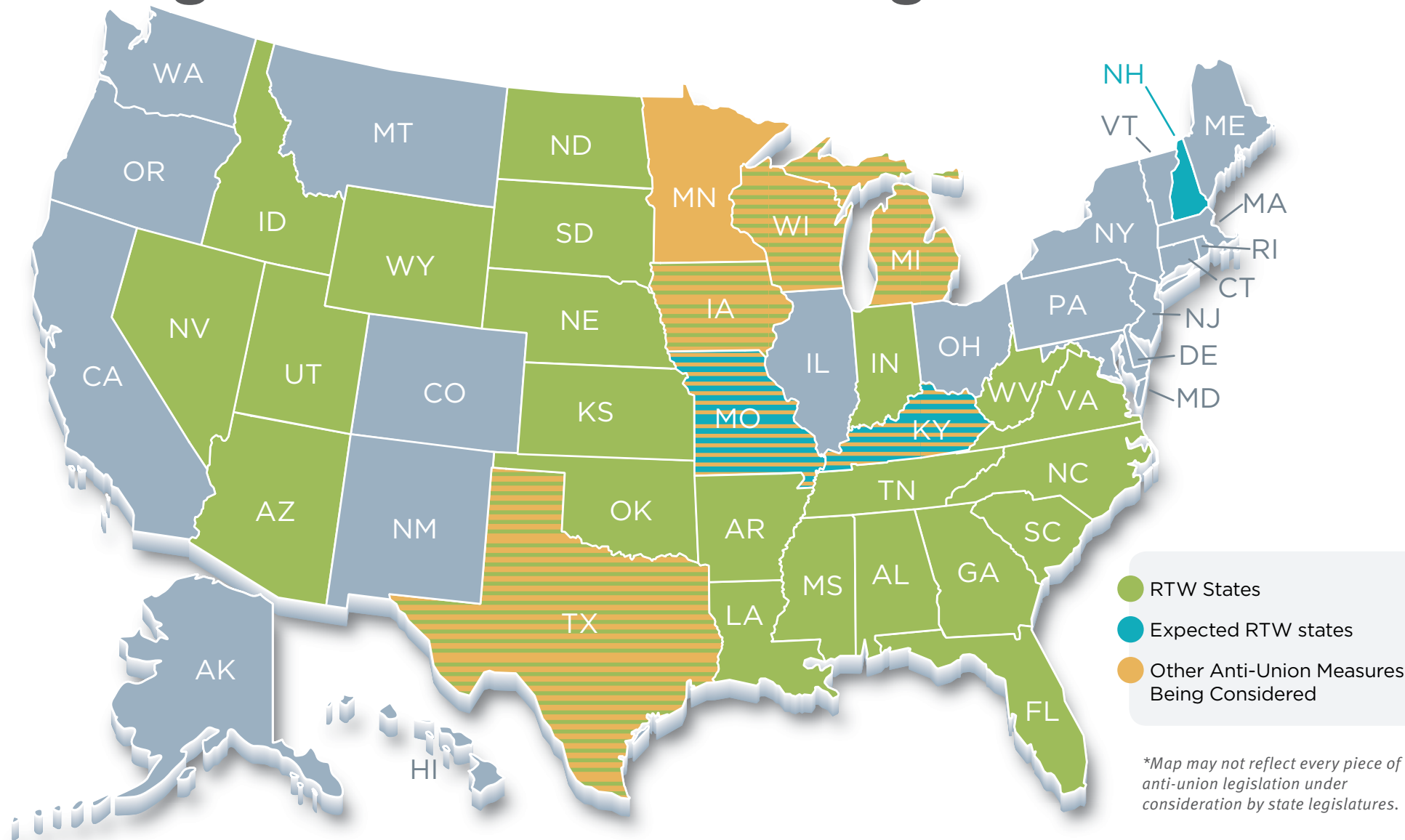
Nothing New Here

I read the article, “State Lawmakers across America are Coming After Your Union and Wages,” [on Page 20 of this issue and previously posted at ibew.org]. Remember, the Republican Party has had right-to-work as a plank in its national platform ever since they passed it over President Harry Truman’s veto of the Taft-Hartley amendment. This is nothing new. Republicans hate unions, they always have and always will. Get it out of your mind that some of them are your friends. Democrats are the only friend a union man has and not all of them are friends.

*Roy Gunter, St. Louis Local 1 retiree
Benton, Mo.*

Across America, dire states

State Lawmakers across America are Coming after Your Union and Wages



New Republican governors in Missouri and New Hampshire and an incoming GOP House majority in Kentucky mean big changes are coming for the labor community in those states. And first on the agenda for all three is right-to-work.

In Jefferson City, Mo., Republican legislators introduced a right-to-work bill in December on the first day of the filing period for the 2017 session. The move all but guaranteed the legislation would make it quickly to incoming Gov. Eric Greitens' desk, where he promised during the campaign he would sign it. Outgoing Gov. Jay Nixon stood with workers and vetoed similar bills multiple times during his tenure.

"We're not giving up the fight on this," said Missouri political coordinator Rudy Chavez, who is also president of Kansas City Local 124. "But November's elections didn't go like we'd hoped, and working people are probably going to end up paying the price for that."

Already, the Missouri AFL-CIO is petitioning citizens to have an anti-right-to-work referendum placed on the 2018 ballot, a move that could give voters a chance to reject the law in just two short years.

Bills attacking collection of union dues, repealing prevailing wage standards and limiting collective bargaining

for public employees have also been proposed, and with Republicans controlling the Missouri Senate, House and governor's mansion, there is little hope of stopping most of them.

The story is much the same in Kentucky, where a Democratic House was the last thing standing between that state and a union-targeting right-to-work law. Gov. Matt Bevin made passing right-to-work one of his top campaign priorities when he ran in 2015, and the November election of a Republican-majority House means he'll likely have his way on the issue.

"We worked hard to stress the importance of these down-ballot races during the campaign," said Fourth District International Representative Don Vidourek, who also serves as Kentucky's political coordinator. "But Republicans won big in the House, and now we expect they're going to come after working people with everything they've got."

In New Hampshire, former Gov. Maggie Hassan narrowly won her race for the U.S. Senate, but new Republican Gov. Chris Sununu has vowed to sign a right-to-work law once the state Legislature sends it to his desk. Hassan, during both of her terms, threatened to veto the anti-union legislation whenever it came up.

But the attacks on working men and

women don't stop with right-to-work.

In Iowa and Missouri, plans are underway to push anti-collective bargaining laws similar to Gov. Scott Walker's Act 10 that targeted public-sector unions in Wisconsin in 2011. There, public sector unions — including many at public utility companies — have been decimated, with statewide union membership dropping from 14.2 percent of workers before Act 10 to just 8.3 percent in 2015. Project labor agreements might be next on the chopping block in the Badger State, where GOP legislators recently proposed a bill ending the practice for public works projects.

In Michigan, which passed a right-to-work law in 2012 and narrowly voted for Donald Trump in November, Republican lawmakers wasted no time in passing anti-union bills that limit the ability of workers to picket employers and make it easier for companies to hire scabs to replace striking employees. The efforts, which dramatically increase fines for demonstrations deemed "an illegal mass picket" and block requirements for employers to inform potential scabs that they would be crossing a picket line, were passed on Dec. 7.

The situation is less dire, but still concerning in Minnesota, where Democrats lost the state Senate in November, two years after the Republicans took over

the House majority. That leaves Democratic Gov. Mark Dayton as the last remaining firewall against right-to-work and prevailing wage attacks in that state.

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Texas Republicans have also filed a bill that would prevent government entities from collecting dues from union workers, potentially returning public sector employees there to the days before dues-checkoffs were commonplace.

"The reality of what's unfolding in state legislatures all across the U.S. is pretty hard to stomach," said International President Lonnie R. Stephenson. "Unfortunately, we're going to spend the next few years fighting these attacks on working people at the state and federal levels. Wouldn't it be nice if these elected

officials spent less time attacking unions and a little more time working to make the middle class accessible to even more of their constituents?"

Working people should keep an eye out for one-sided campaign finance "reforms," experts say, that would make it harder for labor unions to participate in elections, tilting the scales even further in the direction of big business and billionaires. Also likely are attacks on education, masked as improvements, that could negatively impact union apprenticeship programs.

"All of this just means it's more important than ever that we in the labor movement stick together to push back against efforts to silence working people," Stephenson said. "We're up for that fight."

Despite the tidal wave of anti-union officials who were elected in November, there were a few signs for hope and examples of what good can come when working people stand together at the ballot box.

In New Mexico and Nevada, Democrats won back critical legislative chambers, stopping the right-to-work threat in New Mexico and ensuring plenty of labor allies in Nevada. In Virginia, voters overwhelmingly rejected enshrining right-to-work in the state's constitution, a victory that many union activists privately worried would not come. ■